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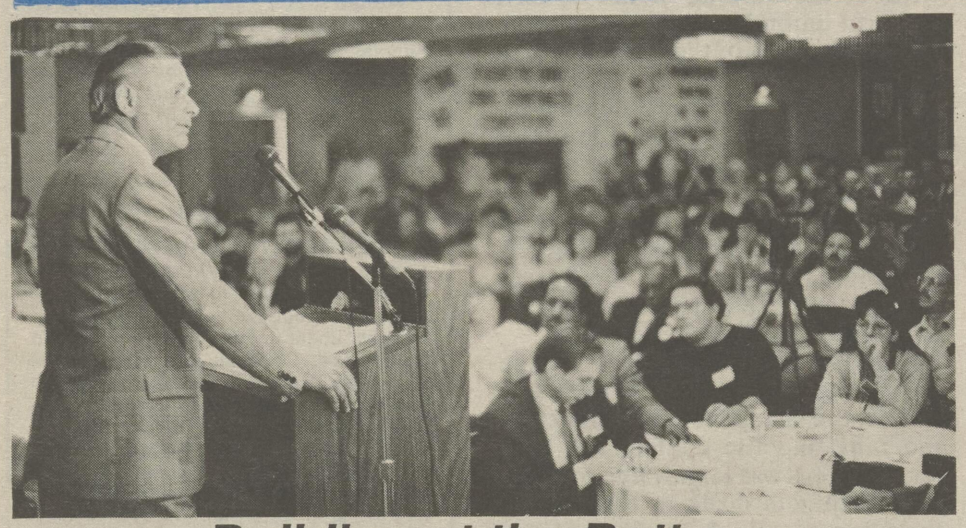
TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 1991 #108



Building at the Bottom To Win at the Top

Last year's TDU Rank & File Convention set the stage for the victorious delegate elections and IBT Convention. Ron Carey was a guest speaker (above). This year's convention will focus on the final election push, and on building the reform movement after the election. See back page for registration information.

Invest in Our Union's Future

Recently R.V. Durham told an audience of union officials that the IBT has spent $20 million of our dues to fight the consent decree and will spend another $20 million if necessary. Last year 165 union officials paid themselves more than $100,000 a year, in addition to their multiple pensions. For 15 years TDU has worked for the rank and file's rights and to keep you informed. Our success comes on a shoestring budget and the dedication and hard work of members across North America. We're not asking for millions. Just for your support with a $30 annual membership. In return, the resources of our reform movement will continue to work for you.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production
❑ Other _____

Optional: Spouses name _____

❑ $30 membership fee for one year's membership & subscription to *Convoy Dispatch.*
❑ $75 three-year membership fee. ($10 shall be rebated to the local chapter.)
❑ $15 for spouses, retirees and Teamsters who gross less than $12,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Carey Campaign Gathers Steam

Ballots to Be Mailed by Nov. 12

In mid-November every Teamster will receive a ballot, and if they use them wisely, the Teamsters union will have a dynamic new leadership by Christmas. It's up to us, the working Teamsters, to finish this job and do it right.

Election Officer Michael Holland has submitted a 16-page election plan calling for a mail ballot, to be sent to each of the 1.6 million Teamster members between Nov. 7-12, and to be returned by Dec. 10. The plan calls for no walk-in balloting and extensive safeguards to provide for a fair election, with no Teamster officials handling ballots at any step. TDU supports the main points of the election plan.

Campaign Contrasts

Meanwhile, the campaign has hit the rank and file level, following the IBT Convention in late June, and come down to a race between the present leadership (the Durham slate) and the reform forces (the Carey slate), with the third slate of Walter Shea in a "spoiler" role, probably benefitting Carey by splitting some of Durham's votes away in a few eastern areas.

The contrasts between the two campaigns—Durham's and Carey's—are striking. One day, Aug. 15, tells the tale.

On that date one of Durham's running mates, Bobby Sansone, had a fund-raising event in St. Louis. Some 150 attended, almost all officials, with some stewards. Sansone spoke, with no questions, and explained why he and others on the Durham slate deserve multiple salaries. He then explained that his vice president in Local 682 just had to resign after being charged by the Investigations Officer with being a member of the mafia.

Sansone stated that some on the Carey slate are rank and file, but insisted, "I'm rank and file, too." He claimed that although the Carey forces pushed for increased strike benefits at the IBT Convention, that he "eventually, after thinking it over" did stand up for the Carey-backed motion, against his own Durham slate. He also admitted that he is presently under investigation but stated, "Anyone can be charged."

The high point of this campaign day was when one official presented a campaign check of $6,000 to the Durham campaign from the executive board of Local 688. That sums up the Durham campaign: stage an event, meet with officials, let them know where their bread is buttered, collect big checks, and count on them to line up the members' votes.

Carey Campaigns With the People

On that same Aug. 15 the Carey campaign was in action across North America. Three candidates—Ron Carey, Mario Perrucci and Gene Giacumbo—were in the Philadelphia area. They worked from before dawn until after dark, hitting a number of shops—bakeries, truck docks, UPS hubs, and others—and talking with and listening to the members.

One parking lot meeting was held at Red Star Express. A few business agents came to listen, but over a thousand members were reached in the course of the day. A dozen mem-

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Teamsters for a Democratic Union
P.O. Box 10128
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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form this page.

UNION SOLIDARITY

Teamster, UMWA Reform Movements Share Similarities

Miners Won Reforms in '72

As Teamsters head into the final months of our historic election, it is worthwhile to look at other cases where union members have forced change in their union through rank and file activism. The most successful example of a rank and file reform struggle comes from the Miners for Democracy (MFD) movement within the United Mine Workers of America.

Similar to the Teamsters union, the UMWA had a history full of autocratic leaders who kept a lid on union democracy through intimidation, croneyism and violence. Once legendary leader John L. Lewis retired in 1960, the union leadership also began to fail to deliver in contract negotiations, preferring weak contracts over rank and file militancy.

Tony Boyle, who became the UMWA president in 1963, was unable to handle the mineowners' push for higher productivity in the mines, and he couldn't control the rank and file miners who resisted the employers' increased workload demands. The contracts Boyle negotiated in 1964 and 1966 both provoked wildcat strikes opposing the agreements. These early strike movements opened up the political life of the UMWA.

First came the unsuccessful campaign of Jock Yablonski for union president in 1969. Yablonski was a member of the International Executive Board who broke with Boyle, promising more democracy in the union. He was defeated in an election marked by wide-spread vote fraud, and was subsequently murdered, along with his wife and daughter, on Boyle's orders.

Following Yablonski's murder, MFD was founded. Several trends within the union gave birth to the movement, including the wildcat strikes that had erupted over the previous several years. Also involved were veterans of the Yablonski campaign.

More organized support came from the Disabled Miners and Widows. The Disabled Miners and Widows led a strike of 40,000 miners in West Virginia, Ohio and Pennsylvania in June 1970, demanding hospital and pension benefits for miners forced out of work through disability.

The largest organized block of support for MFD came from the Black Lung Association. The origins of the association came from the efforts of miners to protect themselves from this deadly disease. Despite opposition from UMWA headquarters, rank and file miners struck, marched, rallied and succeeded in getting the West Virginia state legislature to pass a bill covering most of the miners' demands.

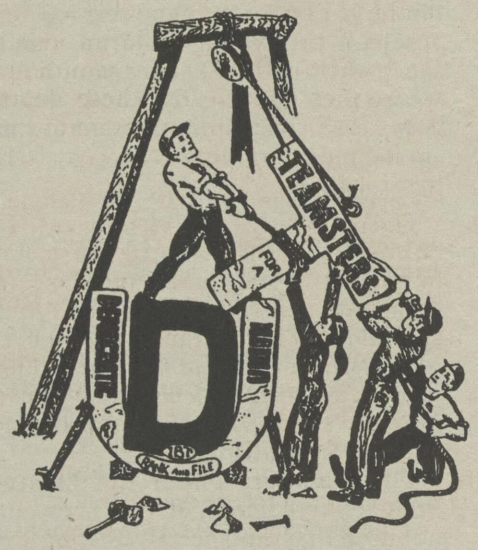
The combined networks of the Black Lung Association, the Yablonski Campaign and the militancy of miners willing to wildcat gave the MFD clout.

Until Yablonski broke with Boyle, there were few within the union hierarchy who supported the growing rank-and-file and strike movements. Boyle had 19 of the union's 21 districts under trusteeship. There was no democracy above the local level. Without the backing of the district, the local union had little clout in the official channels of the grievance procedure.

The MFD arose from the obvious need to reclaim the higher levels of the union. In 1972, the miners' reform movement succeeded in electing a new leadership, allowing democracy to return to the union. The election was government-supervised, similar to our upcoming IBT election, based on fraud found in an earlier election.

Despite ups and downs in the UMWA leadership over the following decade, the change toward democracy and rank and file control was irreversible. This was largely due to changes the miners made in their union constitution which formalized the new-found democracy in the union. The recent victory by striking miners against the Pittston coal company was also due to the successful reform movement. Because of democracy within the union, the UMWA leadership acted as the miners' allies rather than their enemies, and supported militant strike tactics such as plant occupations, civil disobedience and more, which were crucial to winning the strike.

There are many parallels between the situation in the miners' union before the MFD won, and the IBT today. Just as the miners' successful struggle to democratize their union gives us hope and inspiration in our own fight, the rest of the labor movement is watching to see what happens in the Teamsters union. The miners did it, we can do it, and who knows where the labor movement can go from there!



Building at the Bottom To Win at the Top

TDU Rank & File Convention

Oct. 25-27
St. Louis

See back page.

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How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (415) 658-7159.

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TDU International Steering Committee

Co-Chairs:
Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich. Local 486
Diana Kilmury, Vancouver, B.C., Local 155
Michael Savwoir, Kansas City, Mo., Local 41

Organizer:
Ken Paff, Detroit

Trustees:
George Beam, Lexington, Ky., Local 651
Sarah Bequette, St. Louis Local 600 spouse
Connie McArthur, Seattle Local 174

Members:
John Braxton, Philadelphia Local 623
Lucila Conde, San Diego Local 481
Gillian Furst, Minneapolis Local 1145
Jackie Jenkins, Memphis, Tenn., Local 891
Dave Kapitula, Wilkes-Barre, Pa., Local 401
Michael Ruscigno, New York Local 138
J. Anthony Smith, Washington, D.C., Local 639
Rick Smith, Atlanta Local 728
J.C. Thomas, Memphis Local 667

Alternates:
Bilal Chaka, Long Beach, Calif., Local 692
Rudy Hernandez, Oakland, Calif., Local 853

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

PAY ATTENTION TO YOUR PENSION

Central States Announces New 30-and-Out for UPSers

Durham Helps Secure $7 Million Per Year Break for United Parcel Service

In campaign literature, R.V. Durham is taking credit for Central States pension increases that were a political necessity for the Durham slate. But the big winner in the deal is UPS, which has been getting a $4 per week discount on pension contributions since 1985, amounting to about $7 million per year. That $7 million per year goes into UPS profits instead of into our pensions.

Durham's campaign lit boasts, "A July 15 request for UPS Pension Benefit Improvements by Durham was acted upon favorably by the Trustees of the Central States Pension Fund almost immediately."

We bet! Three of the four union trustees of the fund—Jerry Cook, Harold Leu and Robert Sansone—are on the Durham slate! They are responsible for the full-funding policy that kept our benefits low for years until TDU blew the whistle on that employer-friendly policy. But with a hotly contested election coming up, and the Durham slate known to be weak among UPS Teamsters, these trustees knew they couldn't afford to keep UPSers from getting the same pension increases that freight Teamsters got under the Master Freight Agreement last April. So they declared that the UPS weekly contribution rate in effect Aug. 1, 1991, would be good enough to make UPS members eligible for the increases.

However, the requirement stated last April for the increases was contributions of at least $16.60 per day. For a five day week, that's $83 per week; UPS is only paying $79 per week—a $4 difference. The corporation, with $597 million in net profits last year, gets a free ride, and the Durham team makes campaign points among UPS members.

The trustees agreed to the $4 per week discount for UPS in 1985; Durham running mates Cook and Sansone were trustees at the time. The discount was in direct violation of the existing contract, but the rank and file were not given a vote or even notified of the change. The discount is the subject of a lawsuit against the corporation and the pension fund by rank and file members and the Teamster Rank and File Education and Legal Defense Foundation (TRF).

Durham's allies at the International called the 1990 settlement on benefit contributions that they bargained with UPS "inadequate." They were right, but they didn't lift a finger to organize the rank and file to oppose the settlement. While UPS was hammering away at the UPS rank and file with a well-orchestrated attack on our unity, these union officials took a powder. And after these officials had held down strike benefits for 10 years, it wasn't too hard for UPS to scare members into voting "yes." Durham's own local voted "yes."

UPS members certainly deserve the increased pension benefits this August. In fact, an independent study sponsored by TRF and rank-and-file pension activists showed that Central States could have afford the same $2,000 30-and-out benefit before UPS and freight contributions were increased; so all members whose contracts are at the old freight rate ($14.60 per day) should get it too.

Instead, Durham and the pension trustees on his slate rig the rules to buy votes, then take credit for "spearheading" the action. Next we'll hear that Durham requested the sun to come up and it did.

Western Conference Pension Trust

New Western Pension Benefits 'For Sale'

As reported in the last *Convoy Dispatch*, the WCT Pension Trust has announced a new program: starting in 1992, certain members whose age plus years of credit add up to 85 or more will be able to retire with no reduction in benefit. But this program has a price.

What You Pay:
$10,000 Life Insurance

Post-retirement death benefits are eliminated to pay for the new program. No longer available are the lump-sum death benefit—equal to a year's worth of pension checks up to a maximum of $10,000. Also gone are the survivor benefits of up to $400 per month for surviving children under age 18, and up to $200 per month for spouses under age 62. These death benefits will be cut whether or not you are eligible for the unreduced early pensions.

Pension checks will also be cut. To be eligible for the new program, members must get a 6.5% increase in employer contributions paid into a special fund. For instance, if your current contribution rate is $2 per hour, you need another 13 cents bargained into the special fund, on top of any increase in contributions.

For members under the Master Freight Agreement, it has been announced that this special contribution will be taken out of pension contributions retroactive to April 1. It is expected that UPS bargainers will agree to earmark most of the Aug. 1 increase in contributions for the special fund)

The special extra contributions won't be counted toward your pension check, and that's a reduction. For a freight member who retires early next year, that diversion of contributions into this special fund will cost only about $5 per month in benefits. But someone who retires 10 years from now, with 30 years in, will have lost $78 per month; and a member joining now who retires after 30 years will get $234 less per month because of the

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Time in Two Different Teamster Funds?

How to Get Your Partial Pension

When members have to switch from one Teamster pension fund to another, pension credits might be preserved, but things can get complicated.

Many Teamster pension funds will pay partial pensions based on time in many other funds. But no Teamster pension fund is legally required to recognize time in another fund, unless the two funds have agreed between themselves to do this.

So the first questions to ask are whether the two or more funds you've been in will pay reciprocal pensions, and if so, how they will be calculated. The funds in question are required by federal law to answer these questions for you; you should ask in writing to each fund. TRF has some information on this, and can provide addresses for many Teamster pension funds.

How Much Should They Pay?

Usually, each fund will come up with a fraction for how much of your total time was in that fund, and then multiply that fraction times a basic benefit. For example, suppose you had 10 years in Fund A, and 20 years in Fund B, for a total of 30 years. Fund A would figure it was responsible for one-third of your pension (10 is one-third of 30), and pay accordingly. So Fund A should pay one-third of what you would have received if all your 30 years had been in that fund. If Fund A's 30-year benefit at your current age is $1,000, they should pay one-third of $1,000, or $333. Fund B should pay two-thirds of whatever Fund B's 30-year benefit is at your age.

The total amount should fall between the amounts you would have received if all your time was in one or the other fund. (This could be low if you're fairly young, and only one of the funds has a 30-and-out.)

The Catch

There are important catches to this calculation. In some funds, they'll pay according to what benefits were being paid when you left the fund. In the example above, maybe your first 10 years were in Fund A, and that ended 20 years ago. It's possible Fund A will only pay one-third of what its 30 year benefit was in 1971!

Also, funds generally pay partial benefits for some types of pensions, and not others. A fund may pay a partial pension if your total credits are 20 to 30 years, but not pay partial pensions for less than 20 years total. For example, a Teamster could work nine years in Central States, and nine years in the Local 710 (Chicago) fund, and not get any pension. Neither fund will pay a partial pension on "vested" pensions, which is what they give people with between 10 and 20 years credit.

Write a Letter to Each Fund

The best way to find out whether you can get partial pension benefits and how they will be calculated is to write to both (or all) pension funds involved for information. That way you will get a written response, which you can study, refer back to, and rely on if you need it in the future. A sample letter appears below.

(Date)
Dear Sir or Madam:
I am a participant in _____ Pension Fund, and I am writing to you for information on benefits. I would like to know if your fund pays reciprocal pensions with _____ Pension Fund(s). If so, how are those benefits calculated.
Also, please inform me how many credits I have accrued as of this date, with a year-by-year breakdown. I understand that under ERISA, you are required to send information on my credits within 30 days.
Thank you in advance for your time and attention to these questions.
Sincerely,
(Include name, social security number and current address)

For more information, contact the Teamster Rank and File Education and Legal Defense Foundation (TRF), P.O. Box 10303, Detroit, Mich. 48210—(313) 842-2615.

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FREIGHT NEWS

Airborne Talks Can Stop Downward Trend

On Aug. 1 the Teamsters union held "national" negotiations with Airborne in Denver. Backed up by petitions from more than 800 members, the union opened with a strong proposal for straight National Master Freight Agreement with the upgrading of part-time employees. Airborne responded by demanding everything UPS has and more, if Airborne's non-NMFA operations are considered.

Part-time workers with drastically reduced pay at Airborne started in 1985 under a supplement to the NMFA signed by IBT officials. In November 1988 all "side letters" were extended to this year by Sam Stintsman, then an appointed International Rep. Imposing such agreements from above was possible then. Now we have the right to vote on supplements.

One year later, Stintsman, acting on unknown authority, signed an agreement that no additional Airborne locations would be brought under the NMFA. Only about half of Airborne's Teamster-organized operations are under the freight agreement and many more are non-union.

Although the Denver meeting was a good first step, much remains to be done. There were substantial oversights in preparation for the meeting. The side letters with each NMFA local union and the white paper contracts in other locations are in fact the guts of Airborne's labor relations. For example, part-timers range from none in Detroit to 15% in Philadelphia and up to 50% at other locations. (Detroit is praised in Airborne publications for its growth, profitability and labor relations; it has expanded from 41 to more than 140 employees with no part-timers.)

But copies of all the agreements were not available so locals could compare notes on how to raise conditions to higher levels. The law requires that all agreements be on file with the International. But Stintsman's 1989 agreement is not to be found, and a union list of Airborne locals leaves out N.Y. Local 295 and Chicago Local 705. Dallas Local 745 was not invited to the meeting.

The meeting was restricted to current NMFA locals, leaving out huge, strategic centers like Chicago and New York, which have bad conditions under white paper contracts that are also expiring now. One danger sign is that Local 295 has just been placed under the trusteeship of William Ferchak, who negotiated the first offer recently rejected by the UPS airline mechanics.

All Teamster Airborne locations can and should be fully coordinated with the International negotiations. But there was no discussion of whether the local "side letters" would be negotiated centrally with all locals present or on a local-by-local basis. The question of whether extended pickets by locals with unresolved side letters would be sanctioned went unanswered.

It appears that union negotiator and R.V. Durham running mate Chuck Mack of Oakland, Calif., Local 70 has not worked out a unified strategy to raise conditions for part- and full-timers at all Airborne locations.

Next negotiations will reportedly be in Denver in mid-September. There is widespread recognition among local leaders that Mack, who is running for Western Conference vice president, is not likely to schedule meetings in Chicago where he can't campaign "incidental to union business."

Teamsters at Airborne must keep up initiatives like the pre-negotiation petition to keep the pressure on negotiators for aggressive bargaining to protect their futures.

I'll Be There

Don Scott
President, Local 728
Atlanta

I'll be there to help make the final push toward a stronger and democratic union. I urge all of my fellow southern Teamsters to make the trip to St. Louis to be a part of the historical changes going on in our union.

Be-Mac or Cameb?

Teamsters Give Back 15%, Get Non-Union Terminal

Be-Mac, a Midwest freight line employing hundreds of Teamsters, is one of those struggling outfits that was given a 15% profit-sharing concession by the IBT and its employees in the new contract. But someone neglected to notice that Be-Mac was repaying the favor by sliding out of the NMFA.

In Cincinnati, Be-Mac's terminal is called "Cameb" (spell it backwards), and it is not covered by the NMFA. The drivers make about $10 per hour, and have a four-page "union contract" signed with Bakery Workers Local 19 in Cleveland. Local 19 is actually part of Teamsters Local 507, headed by the family of racketeer Harold Friedman. Friedman was barred from our union following his conviction (he was indicted with Presser, who died before the trial) and his wife and son now run the family business.

Apparently freight director R.V. Durham neglected to notice this little problem caused by his friend Friedman. (Durham approved a $345,000 legal-fees payment to this racketeer as IBT trustee in 1989.) The NMFA clearly provides that it is to cover all contiguous terminal operations.

I'll Be There

Rae Cangelosi
Local 222, Yellow Freight
Salt Lake City

I'll be at the TDU Convention in St. Louis. The workshops are a valuable learning tool, and sharing ideas with dedicated Teamsters from the U.S. and Canada who believe the rank and file are the union is a rewarding experience I wouldn't miss.

Durham Claimed 'Thousands' of Casuals Would Be Hired

Can Anyone Name One?

In literature mailed to 160,000 freight Teamsters in April, R.V. Durham stated that the vacation replacment clause in Article 3 would "result in thousands of jobs for regular employees." This clause states that for each 65 days worked in a quarter by casuals replacing Teamsters on vacation, one person must be hired.

Convoy Dispatch continues to survey freight local unions, stewards and members to find these thousands of lucky Teamsters. If you know one, please contact us. You are welcome to contact R.V. Durham.

Durham also stated that Teamsters with eight or more years of seniority would get three weeks vacation; he lied on that also (see *Convoy Dispatch* #107).

His statements on the contract have proven false within months. If we are stupid enough to elect him Teamster president in December, maybe we deserve a leadership that specializes in lying to us.

Freight Lines

Roadway Boss Talks on Rates, Discounts.

Roadway Express announced that it doesn't intend to raise rates until January. Teamsters who have seen the concessions they've given back to their employers blown on hefty discounting will take interest in the comments of Michael W. Wickham, Roadway president. "We don't think it makes sense to raise rates and then discount them."

IBT's Drug-Testing Appeal Untimely.

A Teamsters union petition to the U.S. Supreme Court to hear an appeal on the constitutionality of mandatory random drug testing for truck drivers was rejected because the union missed the filing deadline. IBT attorneys had 90 days to file the petition for appeal after a lower court on April 26 upheld the constitutionality of random drug testing. The petition arrived on the 91st day. Perhaps President McCarthy and R.V. Durham had the attorneys too busy fighting our Right to Vote for delegates.

Jones Truck Lines Bankruptcy Hearing.

After filing for Chapter 11 bankruptcy on July 9, Jones Truck Lines employed its Teamster employees at $10 an hour and no benefits to deliver freight already in the pipeline and to move equipment. JTL is attempting to win the approval by the bankruptcy court of a liquidation budget that includes this compensation. The Teamsters union is urging the court to require JTL to pay wages and benefits according to the contract for all work performed before and after the bankruptcy petition was filed.

The International union is sending proof of claim forms to local unions for distribution to JTL Teamsters. If you have not received one, contact your local union and ask if it has received the forms from the IBT.

CF's EXCEL Teams, the Peru Story

The article was submitted by Teamster members of Local 722 at CF's breakbulk in Peru, Ill.

The Beginning

Early this year CF management told dock workers they were going to initiate a new program, "EXCEL," and that the purpose of the program was to collect and work out ideas from employees that would increase customer satisfaction *and* employee dignity by rectifying our complaints. This sounded like an EXCEL-lent idea. Some of the strongest union men on midnight shift, skeptical of the idea, were the first to volunteer.

Management said four volunteers would be taken from each shift to create an EXCEL Team. As it turned out, management chose who they wanted and none of the volunteers from midnights was chosen.

Although most topics of discussion tend to lead toward contractual items, management tried to protect itself by stating, "Nothing contractual will be discussed; this has nothing to do with the union." Actually, management talked about work rules—saying they're something we don't need—because we've been pushing our local union to negotiate fair work rules in writing.

The Gifts and the Take-Backs

The dock workers feel they've gained a few things through EXCEL: better lighting, picnic tables outside, food deliveries to the dock, regular greasing of dock plates, music on the dock, selling CF gloves to employees, allowing people to trade shifts three times per bid for personal reasons, and allowing us to bring water jugs on the dock. But these are very basic items that have been allowed at other terminals for years.

Perhaps the two most important gains from EXCEL that we fought for and CF opposed were related to fairer work assignments. Management had practiced discrimination against strong union members, stewards and Ron Carey supporters in handing out work loads. That situation improved slightly, along with morale. We also got them to agree to a change that was to everyone's benefit. A few loads required heavy lifting and were the cause of many on-the-job injuries. By requiring the employee to work only half the load and then assigning a fresh employee, the stress associated with this work was eased.

Sad to say, both of these improvements have been abandoned by CF without even notifying the EXCEL Team or other employees.

Splitting the Men and Union

A reweigh program was established to reward dock workers for catching improperly weighed freight. If an employee caught an incorrect weight over 100 pounds, he was given $1 of buying power in the CF catalog. (The weight must be to the company's advantage. If the customer is overcharged it doesn't count and the customer is not even notified.)

But this system rewards the employees with the preferred loads (skid loads), who handle much more freight. They are rolling in the reweighs and catalog gifts and other workers are getting very few.

The Pullout

The story is not yet complete. It is our view that the company will abandon EXCEL and place the blame on workers who are unhappy with discrimination and the reweigh program, thus splitting the workers and the union.

Meetings that were supposed to be every week are now held every four or five weeks. Things discussed must wait until the next meeting for the company's final say-so.

EXCEL is a CF nationwide program costing, they say, millions of dollars. Perhaps EXCEL is working at other terminals, but in Peru it's a big joke. Even though it's supposed to have "nothing to do with our union or contract," our business agent, Jack Jacobs, sits in on their meetings while they talk about work rules that management claims we don't need.

We are all for working with the employer—through our union—to improve customer satisfaction and a better work environment for all. At first it seemed the program was working out, though practically nothing was happening as far as customer satisfaction was concerned. Now it just seems like a way to try to break our union. It's the same old story, just a different title, "EXCEL."

Central Conference Freight Deal on Preferred Casuals

In August the IBT leadership and the freight employers made a deal ("Memorandum of Understanding") on the application of Article 3 of the NMFA (casuals) within the Central Conference area. It was signed by all major employer groups: TMI, MCLAC, RCI and Yellow Freight.

The deal provides for a "preferential casual hiring list" consisting of 5% of the work force, with a minimum of one. Thus a terminal with 1-29 Teamsters would have a preferred casual list of one, a terminal with 30-49 Teamsters would have two, 50-69 would have three, etc. Hiring shall be from this list.

It shall also be the obligation of each local union in the Central Conference to provide each carrier with a list of Teamsters on layoff from NMFA carriers (including bankrupt ones) to get preference. The company is then obligated to establish a preferential hiring list within 25 days.

The deal goes on to state that the use of casual labor for 30 tours in a 90-day period shall trigger additions to the work force and shall be the "sole criteria use to increase the work force and maintain the preferential casual hiring list."

Questions

There are a number of questions about the deal. For example, is the carrier obligated to build the preferential list from the laid-off list? And what happened to the vacation replacement rule, which Durham has told us will lead to "thousands" of new jobs. It is not even mentioned! Other questions deal with enforcement.

Freight BAs will meet during the upcoming JAC meeting in Chicago to learn more about the casual deal and enforcement. You have a legal right to get a copy of the "Memorandum of Understanding" from your local union. TDU also can provide a copy.

A Letter to Freight Teamsters

Looking at the New NMFA

The DOT regulations provide that a freight driver (and negotiator?!) must know how to read and write. From the NMFA results, I doubt it! It boggles my mind what was done, and that it was passed.

Look at the big gifts in the master language given to the carriers. Continued cut-rate casual labor. And the big gift: a trick in language on vacation replacements. Putting a casual on with 65 days in a quarter, when (with holidays considered) there are not even 65 working days in a quarter! The big companies will continue to abuse casuals.

The part on diesel fork lists will not help much. In studies already done by NIOSH, they have said that there is no proven causal relationship between exposure to whole diesel exhaust and cancer, but that such a relationship is plausible based on animal studies in which extracts of diesel exhaust were used. That's why they put a loophole in Article 16 about NIOSH studies. So unless something changes, you will still be subjected to diesel forklifts.

They claim to do away with "shiny wheels" where they are run over established relay runs. My employer uses them where no established runs exist and will continue to do so.

In the New York State Supplement, all you casuals who are trying to get on the preferred casual list at non-break-bulk terminals will now have to work an extra 10 days in 90 to qualify. Good luck.

If you should be discharged and you fight it and eventually get it reduced to a suspension, the letter now stays in your file for three years! (New language in Article 46. The employers will want that nationwide now.)

I really love the part that says that on Monday or Tuesday, or Thursday or Friday, I can have a six-hour variance in my bid time! Nice. Almost like baby-sitting the phone by road drivers, now in the city. (Article 72. Watch for this to spread, too.)

Road drivers will now be made to take more city work, even off-route deliveries. (Article 62.)

That cost-of-living clause was really appreciated. I note that Mr. Durham has quite a different one.

In closing, let me say if we don't stand together, and if we don't change the national negotiators, the corporations will continue to have nothing to worry about from this union.

—A CF steward, New York State

Top 10 Carriers

A list of the top 100 trucking companies published by *Transport Topics* compares 1990 and 1980 revenues. The top 10 follow. (Multiply by $1,000.)

Rank	Company	1990 Revenue	1980 Revenue	% Change
1.	United Parcel Service	$10,867,612	$3,942,159	+175.7
2.	Yellow Freight System	2,278,540	716,519	+218.0
3.	CF Motor Freight	2,080,784	936,354	+122.2
4.	Roadway Express	1,965,196	1,153,826	+ 70.3
5.	Overnite	801,832	241,934	+231.4
6.	North American Van Lines	775,648	435,831	+ 77.9
7.	ABF	750,892	262,593	+185.9
8.	Schneider National	655,315	214,800	+205.1
9.	J.B. Hunt	579,831	25,519	+2,172.2
10.	Carolina Freight	572,222	237,604	+140.8

Also published was a list of the top LTL carriers comparing their 1990 and 1989 revenues.

		Revenue		Operating Ratio	
	Company	1990	1989	1990	1989
1.	Yellow Freight System	$2,278,540	$2,189,638	95.2	98.3
2.	CF Motor Freight	2,080,784	1,894,950	95.2	95.0
3.	Roadway Express	1,965,196	1,835,496	95.3	95.4
4.	Overnite	801,832	697,783	90.6	91.0
5.	ABF	750,892	630,144	95.1	96.9
6.	Carolina Freight	572,222	538,889	98.4	98.6
7.	Con-Way Express Carriers	484,838	383,418	88.8	85.8
8.	Preston Trucking	404,564	366,938	98.6	98.8
9.	St. Johnsbury Trucking	331,883	313,552	95.1	91.1
10.	Central Transport	265,263	278,816	99.6	99.7

IBT CONVENTION, ELECTION NEWS

Ballots Mailed Nov. 7-12

Election Officer Proposes All-Mail Ballot

Reformers were cheered to learn of Election Officer Michael Holland's recommendations to Judge Edelstein regarding the conduct of the December 1991 elections for top IBT officers. While the final rules await a hearing before the judge on Sept. 4, initial indications are that the stage is set for a fair, government-supervised mail ballot.

Every step of the election, from printing to mailing to counting, will be conducted under the supervision of the court-appointed Election Officer. There will be no walk-in elections and no way for incumbent local officials to interfere with a free and fair election or to find out how any individual voted in the secret-ballot election.

Many voters in the recently conducted delegate elections ripped off the return address sticker with their name on it in order to protect their identity from local officials, thus invalidating their vote. Such precautions were unnecessary and only served to void that ballot.

Holland's proposal is to mail the ballots between Nov. 7-12; voted ballots must be received on or before Dec. 10 in order to be counted. Members who do not receive a ballot or who ruin or lose theirs may call special toll-free telephone numbers that the Election Office will establish, to obtain a ballot or duplicate ballot.

In locals where appropriate, bilingual ballots will be mailed so that members will be able to understand the ballot. Members who believe it necessary for their locals to receive bilingual ballots should write to the Election Officer requesting them for their local and detailing the reasons why they are necessary.

As in the delegate elections, slate voting will be permitted and facilitated by an arrow (to be completed) at the top of the column for each slate or partial slate of candidates.

Copies of the Election Officer's plan are available through TDU. Free to members, all others please remit a donation to cover expenses.

Soliciting and Collecting Ballots Illegal

The solicitation and collection of ballots is prohibited. The Election Officer states in his plan that he will prohibit "any Union member, officer, business agent, steward or any other person from requesting that any member give him/her such members' mail ballot. No member shall be asked or required to mark his/her ballot in the presence of another."

The Election Officer "shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot ... including where appropriate disqualification of the candidate on whose behalf ballots were solicited."

In the Local 63 delegate election, such ballot solicitation and collection by the incumbent-supported slate forced the Election Officer to disqualify that entire slate. Members who witness this kind of activity should not hesitate to immediately file protests with the Election Office. If you need help, contact TDU at (313) 842-2600.

GENE GIACUMBO, candidate for Eastern Conference vice president on the Ron Carey Slate, on the campaign trail in New Jersey.

November Election

continued from page 1

bers took the day off work to join in the day's effort. All campaign funds raised were from working Teamsters.

It was a typical day for the Carey campaign. "This is our turf, the membership," Carey stated. Indeed, increasingly it looks that way, as Durham scrambles to pretend he is a "reformer." He tries to cover up the fact that his slate is running the union right now, and has been for some time.

Money vs. the Members

The election may come down to money versus the members. Durham and his "millionaire slate" have deep pockets after taking six-figure multiple salaries for themselves for years, and they can shake down an army of union officials for more. He will use this monetary clout to pour out reams of slick literature, press releases and promises.

The Carey slate's clout comes from concerned members who are working in the shops and locals to spread the word, get out literature and raise money. The outcome of this election may be determined by just how many members get involved in this fashion. The future is in our hands!

Teamster Magazine to Feature All Candidates' Platforms

The *International Teamster* magazine will include some 30 pages of campaign materials submitted by all three slates of candidates for the first-ever IBT election for top officers this fall. The campaign materials will be published in the September, October and November issues.

Each slate submits its own material, uncensored and unseen by the other slates. There are also a few "independent" candidates but almost all of them are aligned with either Durham or Shea, as stand-ins in case slate members get ousted for corruption. Durham and Shea each have two on their slates charged already.

This equal-space procedure will allow Teamster members to make a better-informed vote when the ballots arrive in mid-November. The Durham and Shea slates opposed this Election Rule, and spent millions of dues dollars, through their control of the General Executive Board, in court trying to stop it. Only the Ron Carey campaign supported the rule allowing the members access to this information.

Union Busting Begins at Home?

How Ben Leal and Family Break Union Drive Among Clericals

Six clerical workers in San Francisco voted on Jan. 25 in an NLRB election to go union. But eight months later, they are still non-union, due to a string of legal maneuvers, intimidation and other union-busting tricks. The story is too familiar.

But this story is different. The union busters are International Trustee Ben Leal, his daughter Kathy Leal, and a Teamster law firm, paid with members' dues. Ben Leal is a member of the R.V. Durham team. Leal and Durham were both appointed trustees by Presser, and Leal is the treasurer, handling all funds for the Durham campaign. Durham has made his attitude toward women Teamsters clear already, and his support for Leal's union busting fits the pattern.

These unfortunate clerical workers are employed by Local 856 in San Francisco, and the Leal family (part of the Weinmeister dynasty) does not allow unions on their plantation. To add insult to injury, Local 856 is a union composed largely of clerical workers. And the clerical workers were seeking to join the Teamsters union—Local 85.

According to documents filed with the NLRB and reports from the clerical workers, four of the six signed union authorization cards last October for Local 85 to represent them. A letter from Local 85 requesting recognition went unanswered by the Leals. So in December Local 85 petitioned the NLRB for an election.

Then Duane Beeson, attorney for both locals and for Joint Council 7, attempted to talk Local 85 out of pursuing an NLRB vote. Local 85 suggested to him he was in a conflict of interest.

The election was won by Local 85, after intimidation tactics by the Leal family failed to scare the clerical workers out of going union.

Then Beeson pulled another trick. He found a 1962 decision by the NLRB stating that one Teamster local should not represent the clericals of another local, but that they should be in a separate International. The craziness here is that Local 856 and the Leal family represent clerical employees at about 20 Teamster locals and affiliates! It seems it is OK for them, but not for their own employees.

The NLRB bought the argument and at present the employees of Local 856 remain without a union. Leal is meeting with Local 85 BA Jim Baker, but may be just stringing it out beyond the first-ever IBT election this fall.

In April, Leal fired the bookkeeper, one of the unionization supporters. In his statement to the NLRB on that firing, he said one reason was she was trying to get him indicted. Recently FBI agents took records from Leal to investigate.

And the Leals? They're doing fine. Ben pulled down $169,603 last year in salaries and expenses, while his daughter Kathy got $66,107. And they have seven pension plans between them.

Lacey Orders Mailing in OK City Local

Oklahomans are getting actively involved in the Ron Carey campaign and a recent decision by the Independent Administrator and a mailing to the membership by the local union affirms the right of all members to fully participate in the election process.

The decision also has a broader impact, as the principles defined in it apply to every local union and all members' rights during this historic election for top IBT officers.

According to documents filed by Election Officer Michael Holland, "This protest alleges that a member of Local Union No. 886 and successful candidate for delegate to the 1991 IBT Convention was verbally and physically threatened, with the acquiescence of the Local's President, because of his election activity."

Based on preliminary findings that hostilities had occurred, "the Election Officer determined that the evidence of election-related hostilities and their potential chilling effect on conduct protected by the Rules was sufficient to warrant interim relief."

The relief ordered was that the local union should send a first-class mailing to the 4,734 members of the local stating its commitment to an open election process.

Local 886 President Charlie Thompson on July 16 appealed Holland's decision to the Independent Administrator, Judge Frederick Lacey, based on a denial of the allegations and that therefore a "mailout to the membership such as just directed by Michael Holland is expensive, time consuming and unnecessary in view of the above stated facts and I am requesting that in fairness to all, you reverse this decision by Mr. Holland."

Judge Lacey would not overturn Holland's decision, stating in his July 22 decision: "I affirmed the Election Officer's authority to cause notices to be issued where he finds the very filing of allegation may create an atmosphere that may chill the rights of the rank and file to participate in the election process. In the instant matter the Election Officer has not only determined that the filing of the charges here may have created such a climate, but he also found, based on his preliminary investigation, that the charges have some merit. ... Mr. Thompson will, as will all of the involved parties, have a chance to give testimony to his version and interpretation of the events. ... The importance of the rank and file's untainted participation in this election by far outweighs these considerations. Accordingly ... Local 886 is directed to comply with the Election Officer's directives regarding the distribution of the notice."

The first-class mailing was sent and arrived at members' homes (see box for text). The investigation of the allegations continues.

Notice on Fair Elections To Local 886 Members

The following notice was sent by Local 886 President Charlie Thompson by first-class mail to every member of the local union, under orders of the Independent Administrator (see related story). The principles stated in the letter apply to the membership's rights in every local union.

The Executive Board of Local Union 886 is committed to the process of open, fair elections for International Officer for the International Brotherhood of Teamsters. Threats, coercion, assaults, or other behavior by any Local Union 886 member that interferes with the election rights of other members will not be tolerated. Any Local Union 886 member who engages in such conduct is subject to discipline by the Local Union, as well as the imposition of sanctions by the IBT Court-Appointed Officers.

On the Road With the Carey Campaign

Carey, Perrucci, Mims, Belk Visit Louisiana

Allen C. Hall and "support group"
Local 270—Baton Rouge, La.

Four volunteers and I on Aug. 9 had the honor of escorting General President candidate Ron Carey to work sites around the Baton Rouge area. We found him to be warm, concerned, and willing to talk to people about their problems and ideas and what they expect the union's agenda to be. We also found him to be of keen intellect with a good sense of humor.

During his tour we visited UPS terminals at Port Allen, Covington and the Matlack picket lines at Gonzales and Baton Rouge. He also visited Rollins Environmental Services where he braved the blazing Louisiana sun to shake hands with employees as their shift ended. Volunteers distributed campaign flyers at other locations.

Carey was the first presidential candidate to visit Local 5, where he had a solid discussion with the principal officer and his number one business agent. He was told the local's positions, interests and opinions. He also met Local 5's mongoose, which caused a round of laughter. (You'll have to ask Ron about that yourself!)

The day ended in Slidell where Ron joined slate members Mario Perrucci, Doug Mims and Aaron Belk, who had been campaigning in New Orleans all day. Although they had to be in Birmingham, Ala., the next morning, Ron took the time to talk to two drivers from Slidell and New Orleans, and had to be dragged away by his driver.

At one point during the day, Carey was asked by Local 270 business agent Robert Louis if he had informed IBT Vice President Mitch Ledet, the principal officer of Local 270, that he would be in Louisiana. Ron replied that he didn't know he had to. "Out of courtesy you should have asked Mitch," stated Louis.

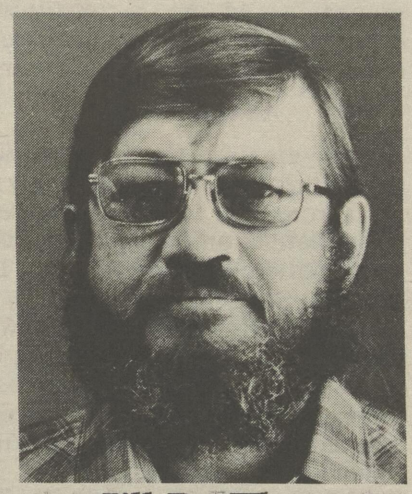
"I thought I was still in America. I didn't know I had to get permission to enter this state," Carey answered. Ron then offered his hand to disarm this altercation and to at least be civil, but Louis turned his back and said, "I don't want to shake your f------ hand." Carey remained as cool and good natured as any man I have ever seen.

The volunteers here in the Baton Rouge area will wait eagerly to meet and help any of the reform candidates on the Ron Carey Slate, or any candidate who has a history of reform, and work to get the union back to the membership where it belongs. Ron Carey and his slate are welcome back any time. We hope it will be soon.

Compare the Facts

Motion	Carey Slate	Durham Slate
Right to vote *for delegates to future IBT Conventions*	YES	NO
Increase strike benefits to $200 a week	YES	NO
Right to a separate vote *on contract supplements and riders*	YES	NO
Eliminate multiple salaries and pensions *for Teamster officials*	YES	NO
Eliminate unlimited vacation *time and travel expenses for top officers*	YES	NO
Local autonomy—*allow locals to switch to elected business agents*	YES	NO

R.V. Durham is spending hundreds of thousands of dollars to pump out propaganda that he is a "reform" or "new directions" candidate in the upcoming election. Actually, he was appointed, funded, endorsed and molded by the Old Guard leadership that is running the union right now.
The above chart from Ron Carey Partnership Slate literature compares the two slates' voting record on the issues at the IBT Convention. The facts speak for themselves.



I'll Be There

John Platt
Local 150, CF
Sacramento, Calif.

What a year for the Teamsters! First the convention in Orlando, now the convention in St. Louis.

I'm looking forward to meeting with my brother and sister Teamsters who will be spearheading the new Teamsters union. We started the changes in Orlando. Now we can work on the real changes—a democratic union dedicated to serving the rank and file.

Family Members Take Even More

Durham, Shea Slates Bag Millions in Dues

An investigation of top Teamster officials has uncovered 165 who were compensated more than $100,000 in 1990 from Teamster treasuries, at a cost of more than $25 million. Both figures are up sharply from last year, while the wages of most Teamster members lagged behind the inflation rate.

For years Teamster members have complained about the waste of union resources on a few top officials and their families. Now, we can do something about it. We can use our votes this fall to elect the Ron Carey Slate, committed to putting these wasted resources to work building our union strong. The government's impact on this lavish compensation is minimal. It's our job to clean house and gain control of the Teamster treasuries.

Only those officials with salaries (exclusive of bonuses and expenses) over $70,000 were included this year, a change from the listings made in previous years. Multiple pensions and other perks are not part of the listing.

Candidates on the Durham and Shea slates crowded near the top of the chart, taking millions for themselves and more for their families.

The Durham and Shea slates vehemently opposed a constitutional clause outlawing multiple salaries at the June IBT Convention. The clause was put forward by the Carey slate. Durham has claimed that he sponsored an amendment that would roll back excessive salaries, but the financial study concluded that "not one single official on the list will actually have his salary affected by the (Durham) motion." The Durham and Shea groups also adopted a constitutional clause to automatically increase the salaries of IBT officials each year.

All in the Family

Forty-eight of the listed officials have either inherited their highly paid posts from their family, or themselves have relatives on the payroll, or both. An incredible 14 members of the Durham and Shea slates fit into this "All in the Family" category. So, while some of these are hard-working officers, a high percentage of them rose to power based on family connections.

A bad example of rampant nepotism is Ben Leal, on the Durham slate. Leal bagged $169,603, and is the brother-in-law of Arnie Weinmeister who weighed in on top at $576,453. Also on the list, as Arnie's assistant, is his own nephew, John Williams, at $107,232. And, that's not all. Leal has two daughters on the payroll, and is the treasurer of the Durham campaign!

Another Durham candidate, William Hogan Jr. of Chicago, came in at $240,468, with a father and a brother up there with him, and another brother on the payroll as well. Hogan is known for his comment, "I am living proof that nepotism works!"

The report, titled "The Impact of the Racketeering Consent Order on

continued at right

Your Right to Vote in the IBT Election Can Change This!

165 Officials in $100,000 Club —

	Name	City	Salary	Total Comp.	Affiliates
(D)	Arnie Weinmeister	Seattle	$525,129	$576,453	Intl., EC, JC 28, L 117
	Harold Friedman‡ [1]	Cleveland	553,514	561,021	JC 41, L 507, L 19
S	Dan Ligurotis	Chicago	411,427	442,344	Intl., CCT, JC 25, L 705
	William McCarthy	Boston	287,827	337,752	Intl., L25
(D)	Weldon Mathis	Washington, D.C.	251,985	275,627	Intl.
S	Joseph Trerotola‡ [3]	New York	238,740	275,295	Intl., EC, JC 16
	William Joyce	Chicago	267,374	273,860	L 710
	Joseph Morgan Sr.[4]	Hallendale, Fla.	261,929	272,651	Intl, SC
D	Michael Riley‡ [8]	Los Angeles	229,930	257,054	Intl., WC, JC 42, L 986
S	Jack Cox	Los Angeles	220,486	255,186	Intl., L 572
D	William Hogan Jr.	Chicago	223,529	240,468	Intl., L 714
	John Kelahan	Chicago	229,478	234,729	L 710
	Jack Yager	Chicago.	215,312	234,124	Intl., CC
	Bernard Adelstein	New York	218,850	233,683	JC 16, L 1034, L 813
	Carl Lindeman	Los Angeles	219,767	225,392	L 396
	Dennis Silverman	New York	191,896	225,181	L 810
	William Hogan Sr.	Chicago	214,337	225,153	L 714
(S)	Robert Marciel[6]	Los Angeles	206,609	219,898	Intl., JC 42, L 63
S	William Genoese	New York	166,770	219,870	Intl., L 732
	Arthur Rutledge	Honolulu	200,671	211,037	L 996
	Joseph Bernstein	Chicago	198,869	204,228	JC 25, L 781
D	Walter Engelbert	Salem, Ore.	175,005	201,438	Intl., WC, JC 37, L 670
	Robert Sasso	New York	182,459	195,339	JC 16, L 282
	Joseph L. Bernstein	Chicago	166,269	189,036	L 781
S	Walter Shea	Washington, D.C.	168,272	187,145	Intl., EC
	Luther Watson‡ [8]	Nashville	172,404	185,277	Intl., SC, L 480
	Anthony Lock	Burlingame, Calif.	144,709	181,222	Intl., WC, JC 3, L 104
D	Robert T. Simpson	Chicago	148,180	181,098	Intl., L 743
S	Barry Feinstein[3]	New York	176,604	180,534	Intl., EC, JC 16, L 237
	Robert T. Bernstein	Chicago	171,110	179,299	L 781
	George Vitale‡ [1]	Detroit	160,352	177,432	Intl., CC, JC 43, L 283
	Charles Thompson	Oklahoma City	141,764	173,380	Intl., SC, Ark.-Okla. Conf., L 886
	Richard Hammond[6]	Houston	94,379	172,868	Texas Conf., JC 58, L 988
	Joseph Ballew	Seattle	158,010	171,446	Intl., WC
	Paul G. Hanoian	Providence, R.I.	171,607	178,184	L 64
	Jerry McCown	Amarillo, Texas	135,455	170,677	Intl., SC, Texas Conf., L 577
	Theodore R. Cozza‡ [1]	Pittsburgh	158,735	169,670	Intl., EC, L 211
D	Ben Leal	San Francisco	143,300	169,603	Intl., JC 7, WC, L 865
D	Don L. West‡ [8]	Birmingham, Ala.	114,904	169,603	Intl., L 612
D	Robert Sansone	St. Louis	141,696	168,314	Intl., CC, Mo.-Kan. Conf., L 682
D	R.V. Durham	Winston-Salem, N.C.	144,974	167,597	Intl., L 391
D	Louis Lacroix[4]	Montreal	156,303	167,210	Intl.
	Harold Yates	St. Paul, Minn.	153,409	166,299	Intl., CC, JC 32, L 120
	M. Adelstein	New York	144,870	165,453	L 1034, L 813
(D)	Mitchel Ledet	New Orleans	156,245	164,881	Intl., SC, L 270
	Frank Wsol	Chicago	156,967	161,080	L 710
D	Frank Hackett	Boston	131,425	158,334	Intl., EC, L 25
	A. Adelstein	New York	140,309	157,654	L 1034, L 813
	Larry D. Parker	Orlando, Fla.	119,018	156,412	Intl., L 385
	Robert Crapanzano‡ [5]	New York	139,932	155,333	L 27
(D)	T. C. Stone	Dallas	113,775	154,830	L 745
D	R. Jerry Cook	Atlanta	134,073	153,845	Intl., SC, Ga.-Fla. Conf. L 528
	James M. Hogan	Chicago	138,320	153,048	L 714
	James L. Coli	Chicago	151,601	152,150	L 727
	John T. Blake	Burlingham, Calif.	119,694	151,531	Intl., WC
	Anthony Calagna‡ [1]	New York	133,200	151,334	L 295
	Edward Brereton‡ [5]	New Haven, Conn.	113,325	150,394	JC 64, L 443
	Leo Reed	Hollywood, Calif.	132,827	148,826	L 399
	Max Sanchez	New York	114,112	146,598	L 810
	Duke Zeller	Washington, D.C.	131,846	146,469	Intl.
	John Leadvai	Washington, D.C.	90,795	146,468	Intl.
	Marion Winstead	Louisville, Ky.	137,364	144,968	CC, Ky.-W. Va. Conf., JC 94, L 89
	Vincent Trerotola[3]	New York	137,981	143,671	Intl., EC, JC 16
	Michael Coli	Chicago	142,254	142,404	L 727
	Raymond Fularczyk	Milwaukee	123,744	142,123	Intl., CC, L 200
	Daniel Zenga[7]	Danvers, Mass.	125,890	141,331	L 841, L 402 Novelty
	Joseph Morgan Jr.	Hallendale, Fla.	107,771	140,829	Intl., SC, Ga.-Fla. Conf.
D	Robert DeRusha	Boston	121,767	139,241	Intl., JC 10
(D)	Billy Patrick	Little Rock, Ark.	118,995	138,552	SC, L 878
	Robert Kavalec‡ [5]	Cleveland	120,440	137,553	Intl., L 507
S	Norbert Miller	Modesto, Calif	127,928	137,047	Intl., JC 38, L 386
	Leroy Nunes‡ [6,8]	Oakland, Calif.	108,962	135,968	Intl., L 291
	Peter Agiliata	Chicago	129,800	134,861	L 738
(S)	Edward Mireles	Orange, Calif.	121,255	133,981	L 952
	Louis D. Richard	Washington, D.C.	75,218	133,494	Intl.

	Name	City
	James M. Casey	Washi
	Joseph Pecora Jr.	Newar
	Al Barlow	Washi
	Ernest Tusino[6]	Worce
D	Chuck Mack[6]	Oaklar
	Everett Moody	Clevel
	Gary Dixon	Ancho
	David Laughton	Manch
D	Edward "Doc" James	Gary,
	William Campbell Jr.	Washi
	Mario Salvatore‡ [1]	Bridge
	Robert Holmes Jr.	Detroit
	Joseph Tramontana	Newar
	Ronald Gamache	St. Lou
	Charles Rogers	Dallas
	Robert Pavolka	Tacom
(S)	Robert Meidel	Chicag
	Sherman D. Brown	Washi
	R. Frankowski	Los An
	Thomas J. High	Washi
	Carmen Parise‡ [8]	Clevel
	George R. Rohrer	Burlin
	Gaston Poisson	Montre
	Tony Cannestro[6]	Miami
	James Farrington	Washi
	Terrence Moloznik	Washi
(S)	Victor Olivadoti	Utica,
D	Larry Brennan	Detroit
	Patrick Crapanzano	New Y
	Daniel Johnson	Kansa
	Felix Del Giudice‡ [5]	New H
	Richard Lyter	Washi
	R. Peterson	Hollyw
	John T. Cooney	St. Lou
	Jack Slama	Ancho
	Glen Jones	Washi
	Karl Ullman	Los An
	Anthony Mathis	Washi
	Donald Sawochka	Gary,
	Norman Hug	Louisv
	Richard C. Bell	Washi
	Gerrald Yontek‡ [1]	Clevel
	Hugh Corcoran	Chicag
	Dan Mariano	Newar
	Anthony Bellemare[7]	Danve
	Alfred Singelais	Boston
	Charles Roberts	Los An
	Michael Carbone	New Y
	Dan Ligurotis Jr.	Chicag
	Joseph Purcell[6]	Hillsid
	Gary S. Witlen	Washi
S	John Morris	Philad
	Anthony Buopane‡ [5]	New H
	Clarence Lark Jr.	Miami
	Thomas Kellerhuis	Washi
	Paul Murphy	Washi
	James McCall	Washi
	John Braden	Newar
	Jack Powers	Stratfo
D	Harold Leu	Toledo
	David A. Sweeny	Washi
	Richard Milone	Kansa
D	John Neal	Indian
	John Williams	Seattle
	Edward Rodriguez	Washi
	Donald Heim	Chicag
	Lester Singer	Toledo
	Jerry Vercruse	Los An
	Vincent Aloise	Martin
	Angelo Chieppo‡ [5]	New H

— 19 Charged by Investigations Officer

	City	Salary	Total Comp.	Affiliates
	Washington, D.C.	122,314	132,063	Intl.
	Newark, N.J.	123,000	132,742	L 863
	Washington, D.C	105,885	131,788	Intl., EC
	Worcester, Mass.	108,803	131,548	Intl., L 170
	Oakland, Calif.	107,518	130,754	Intl., JC 7, L 70
	Cleveland	109,804	130,246	Intl., Ohio Conf., JC 41
	Anchorage, Alaska	97,400	130,005	Intl., WC
	Manchester, N.H.	109,222	129,523	Intl, Brewery, L 633
	Gary, Ind.	110,818	129,161	Intl., L 142
	Washington, D.C.	113,972	128,999	Intl., EC
	Bridgeport, Conn.	111,000	128,065	JC 64, L 191
	Detroit	108,844	127,067	Intl., L 337
	Newark, N.J.	118,800	125,720	L 863
	St. Louis	98,418	125,111	Mo.-Kan. Conf., JC 13, L 688
	Dallas	110,750	125,017	L 745
	Tacoma,Wash.	111,451	124,862	Intl., WC, L 599
	Chicago	104,738	124,710	JC 25, L 734
	Washington, D.C.	88,282	124,674	Intl., CC
	Los Angeles	114,587	124,538	L 986
	Washington, D.C.	75,218	124,167	Intl.
	Cleveland	112,705	123,364	JC 41, L 473
	Burlingham, Calif.	75,494	122,808	Intl.
	Montreal, Canada	81,018	122,520	Intl.
	Miami	116,312	121,924	Ga-Fla. Conf., L 769
	Washington, D.C	81,018	121,870	Intl.
	Washington, D.C.	115,656	120,910	Intl.
	Utica, N.Y.	109,302	120,617	L 182
	Detroit	105,263	119,642	CC, JC 43, L 337
	New York	107,200	119,414	JC 16, L 27
	Kansas City	106,558	118,926	Mo.-Kan. Conf., JC 56, L 41
	Philadelphia	100,075	118,836	JC 53, L 107
	Bridgeport, Conn.	102,750	118,333	L 191
	Washington, D.C.	108,095	117,045	Intl.
	Chicago	106,419	117,737	L 743
	Washington, D.C.	81,018	116,868	Intl.
	New Haven, Conn.	102,195	116,521	JC 64, L 443
	Washington, D.C.	81,018	116,541	Intl.
	Hollywood, Calif.	102,356	115,395	L 399
	St. Louis	77,097	114,832	L 688
	Anchorage, Alaska	101,108	114,805	L 959
	Washington, D.C.	81,018	114,612	Intl.
	Los Angeles	97,590	114,443	WC, JC 42, L 495
	Washington, D.C.	74,756	114,322	Intl.
	Gary, Ind	104,488	114,122	CC, JC 25, L 142
	Louisville, Ky.	109,488	113,951	Ky.-W.Va. Conf., JC 94, L 89
	Washington, D.C.	108,500	113,732	Intl.
	Cleveland	104,200	113,265	L 507, L 19 Bakery
	Chicago	108,566	112,338	L 710
	Newark, N.J.	103,100	112,192	L 863
	Danvers, Mass.	102,601	112,145	L 841, L 402
	Boston	95,043	111,941	Intl., L 25
	Los Angeles	97,890	111,678	WC, L 896
	New York	103,,070	111,309	L 282
	Chicago	109,729	110,915	JC 25, L 705
	Hillside, N.J.	70,677	110,908	L177
	Washington, D.C.	108,968	110,845	Intl.
	Philadelphia	93,204	110,702	JC 53, L 115
	New Haven, Conn.	93,503	110,617	L 443
	Miami	73,880	109,768	Ga.-Fla. Conf., L 390
	Washington, D.C.	98,153	109,719	Intl., JC 32
	Washington, D.C.	83,459	109,338	Intl.
	Washington, D.C.	106,290	109,152	Intl.
	Newark, N.J.	103,100	108,796	L 863
	Stratford, Conn.	70,244	108,358	JC 64, L 1150
	Toledo, Ohio	91,523	108,077	Ohio Conf., JC 44, L 20
	Washington, D.C.	91,750	108,039	Intl.
	Kansas City	107,035	107,790	JC 56, L 541
	Indianapolis	99,425	107,481	Ind. Conf., L 135
	Seattle	101,906	107,232	L 117
	Washington, D.C.	75,218	106,450	Intl.
	Chicago	98,269	106,206	L 705
	Toledo, Ohio	93,172	105,919	Ohio Conf., JC 44, L 20
	Los Angeles	88,910	105,495	JC 42, L 630
	Martinez, Calif.	76,068	105,011	WC, JC 7, L 315
	New Haven, Conn.	93,503	104,643	L 443

	Name	City	Salary	Total Comp.	Affiliates
	Sam Canino	Chicago	101,478	103,986	L 705
	Clara Day	Chicago	91,040	103,869	L 743
	Steven Silverman	New York	88,589	103,631	L 810
	John Harren	Los Angeles	93,750	103,009	L 986
(D)	Marv Griswold	Los Angeles	92,241	102,856	JC 42, L 2707
S	Gary Sullivan	Springfield,Ill.	74,200	102,811	JC 65, L 916
	William Evans	Washington, D.C.	81,018	102,691	Intl.
	Allen Stanford	Dallas	88,900	102,405	L 745
	Michael Bourgal	Elmont, N.Y.	92,581	101,718	L 282
	Ralph Massey	Chicago	97,350	101,658	L 738
	James Schoessling	Washington, D.C.	81,018	100,815	Intl.
	Chester Glanton	Chicago	91,040	100,536	L 743
S	Vicki Saporta	Washington, D.C.	92,080	100,303	Intl.
	Raymond Hamilton	Chicago	90,758	100,290	L 743
	Bruce Mohn	Washington, D.C.	81,018	100,012	Intl.

FOOTNOTES:

‡ Charged by Investigations officer.

1. Forced out of office after being found guilty of corruption by the Independent Administrator (IA). Friedman has been barred from the union for 14 years for a 1989 conviction of embezzlement and racketeering. Friedman received an additional $1 million severance payment from Bakery Local 19. Vitale was suspended for five years by IA on charges of embezzlement. Salvatore received a two-year suspension on similar charges. Calagna, Cimino and Cozza were all permanently barred from the union by IA. Yontek was suspended for one month and ordered to reimburse the local for $142,289 used for Friedman's attorney fees.

2. Morgan received lump-sum pension payments from the Southern Conference of Teamsters Pension Fund and the International's Equity Plan totaling more than $1.7 million. Thus his total income from our union in 1990 was some $2 million.

3. Vincent Trerotola heads public workers locals 72 and 858; compensation listed does not include either of these two additional salaries. Feinstein heads public workers Local 237; compensation listed includes an estimated $120,000 in salary in that unit. These locals are not required to file LM-2 reports and choose to keep their salaries secret from their members.

4. Compensation listed for Lacroix and Poisson in U.S. dollars and reflects only money received from the International union. Canadian affiliates do not file financial reports. Compensation for the above officers is actually higher, and other Canadian officials would appear on this list if the information were available.

5. Ordered to reimburse embezzled funds to local.

6. Compensation based in part on 1989 LM-2 reports. 1990 figures unavailable.

7. Zenga and Bellemare control Teamsters Local 841 and Novelty and Production Workers Local 402, with offices in Zenga's home. LM-2 report for Novelty Local 402 based on September 1989 to August 1990 filing period.

8. Faces charges of corruption filed by the Investigations Officer. IA has not yet given a ruling on the charges.

D, S indicate Durham or Shea slate members. **(D), (S)** indicate former slate members, or back-up candidates nominated by the slates in the event slate members are removed by IA prior to the election.

NOTE: All data compiled by Teamster Rank & File Education and Legal Defense Foundation (TRF) from hundreds of LM-2, LM-3 and LM-15 reports filed with the U.S. Department of Labor. Total compensation includes salaries, bonuses and expenses from affiliates, but does not reflect other income such as multiple pension funds, severance funds, private jets, luxury cars, etc.

Millionaire Slates

the Lifestyle of Teamster Officials," was published by Teamster Rank & File Education and Legal Defense Foundation. It was based upon a compilation of hundreds of financial reports of Teamster affiliates filed with the U.S. Department of Labor.

Pensions More Lucrative

Several top officials are retiring this year, due to being removed or unwillingness to face election. They will take golden parachutes with them.

Joe Morgan Sr. retired with $727,662 from one of his six pension plans, and more than $1 million from another! Thus our dues paid him about $2 million last year. His son, Joe Jr., is also a member of the $100,000 Club. Arnie Weinmeister, Weldon Mathis and William McCarthy will leave with similar comfort. All four are aligned with the Durham slate.

Other information derived from the report:

- Nineteen of the 165 officials have been charged by the Investigations Officer so far, nearly 12% of the group. This compares to less than one-hundredth of 1% of the Teamster membership. Thus the rotten apples seem to be crowded at the top.
- The number of women has soared from one to two, both barely making it into the exclusive club. R.V. Durham stated during the IBT Convention that there are no women Teamsters qualified for leadership, and this club reflects that thinking. Women are the fastest growing group of union members in North America.
- Richard Hammond of Houston Local 988 deserves special mention for the expenses-and-bonuses category. He easily draws the most, bagging $78,489 in 1990. This is over $300 per working day, so he doesn't seem to be getting by on Big Macs.

The upcoming election gives us a choice. Do we want to continue the business unionism philosophy, and watch this list grow longer and fatter? Or do we want to redirect those resources to organizing, membership education, aiding the locals, and combatting union busting? The power is in the hands of the Teamster membership to make that choice.

A copy of "The Impact of the Racketeering Consent Order on the Lifestyle of Teamster Officials" may be obtained from TRF, Box 10303, Detroit, Mich. 48210. A copy of the LM-2 financial report for your local union may be obtained as well.

UNITED PARCEL SERVICE

Ratified Contract Ends Nationwide UPS Strike

Canadian Rank and File Show Courage, Unionism

Canadian Teamsters at UPS ratified by 63% a new three-year agreement ending a two-week strike on Aug. 2. The nationwide strike involving more than 2,200 Teamsters was the result of UPS's push for concessions to lay the groundwork for expansion of its fledgling air delivery operations in Canada.

The contract was rejected in British Columbia and Ontario. Toronto members, in the largest local union and headed by negotiator Charles Thibault, rejected the deal by more than 2-1 over the leadership's recommendation. The deal was not as good as the corporation's U.S. offer last year, which the International condemned as "inadequate."

The one-page air operation language is similar to that in Article 40 of the U.S. master agreement, though more similar to the 1987-90 contract than the 1991-94. The Canadian contract provides a smaller economic package than the U.S. contract. The Canadian contract includes a $300 one-time signing bonus for full-time employees and $150 for part-timers (the U.S. contract was $1,000 and $500).

While the Canadian contract gives hourly increases of $1.50 over three years to full-timers (45¢-50¢-55¢), as in the U.S.'s 50¢-50¢-50¢ increases, part-timers are treated as a second class, gaining only 75 cents over the three years (22.5¢-25¢-27.5¢). The previous 180-working-day period (after seniority) was increased to a two-year period for full- and part-time new hires to reach the 100% wage scale.

A sample of 100% wage rates (in Canadian dollars) now effective: feeder driver (doubles), $16.125; package drivers, $15.75; certified mechanic, $18.35; preloader and sorter, $10.935.

Though living costs are higher in Canada than in the United States, the contract includes a similarly weak cost-of-living formula with a .01-cent hourly raise for every .6 increase in the consumer price index of Canada, and a 20-cent cap.

"Out here in British Columbia we were all pretty shocked that the contract passed," said feeder driver Mickey McPharlane of Vancouver Local 31. "Everyone is pretty unhappy about it. We voted it down and heard it was voted down in Ontario."

Part-time employee Jeff Paquette of Windsor, Ontario, Local 880 expressed his disappointment. "The general feeling among part-timers is that both the union and the company are not concerned at all with improving conditions for us. They are totally insensitive to our needs."

Commenting on the condition of Canadian workers, and especially of the part-timers, McPharlane quipped, "UPS? They eat their young!"

Nevertheless, Canadian UPS Teamsters held the interest and respect of their U.S. brothers and

continued on page 11

Wisconsin Local 344

Madison Center Wins Grievance to End Bonus

The end of the Incentive/Bonus Plan at the Madison UPS center began in April when a Local 344 package car driver placed a letter in the lockers of his fellow drivers urging them to get rid of the bonus plan. That letter sparked six weeks of intense debate among the drivers, and, in spite of intimidation from management, a majority of drivers signed grievance forms to get the issue heard before the joint area committee in Chicago. The grievance was heard in June, and the bonus plan was terminated. Since then, drivers report an improved working environment.

As it turned out, winning the grievance was not enough. Before the grievance was heard in Chicago, UPS management had stated that, if it was eliminated, bonus would never be back in Madison. But after they lost at the JAC, the company scheduled a revote to try and get the bonus plan reinstated. Before the vote, management did their famous "beer and pizza routine" trying to get bonus back in. But it didn't work.

Many of the drivers objected to the company's "vote till you get it right" attitude, and the plan was voted down by nearly the same number of drivers who had signed the original grievance.

At another Wisconsin UPS facility, the Oak Creek center in Milwaukee, drivers also won a grievance to eliminate the bonus plan. According to drivers who transfer from one center to another, the difference between centers that have bonus and those that don't is like night and day.

In Madison, many drivers, including some who favored bonus, have expressed surprise at the positive changes that have occurred since bonus was eliminated. According to package car driver Bill Lundgren, "The atmosphere seems more relaxed, drivers seem less harried and are working more like human beings rather than beasts of burden. The end of the bonus plan means a few less dollars in some of our pockets, but it also sends a message to management that there are some things we hold more precious than money, like personal integrity. For one thing, now everyone is taking their breaks."

A strongly pro-bonus driver was overheard saying, "You know, I'm actually getting to know some of the people on my route."

For information on how drivers at your center can get rid of the Incentive/Bonus Plan, contact the TDU national office in Detroit.

Teamster Talks to German UPSer

German Benefits Better Than in U.S.

A Teamster member traveling in Europe recently spoke with a German UPS delivery driver near Rosenheim about wages and conditions. Although the following information is unofficial, it does indicate benefits that far outweigh ours in the United States. Some of these benefits are mandated by German law, not by the contract.

Twenty-six days of vacation after one-year seniority, with an additional day every five years, and an additional day after the 31st birthday.

- A 38.5-hour workweek, with premium pay after that.
- Thirty sick days per year paid at 100% with a doctor's excuse; after the 30 sick days run out, national health-care system pays 60% of wages.
- Workers get 8 marks per day ($4.61 at current exchange rate) for food, and 50 marks per month ($28.79) for gasoline.
- Christmas bonus after one-year seniority is 80 hours of pay; after three years, 120 hours; after five years, 160 hours.
- Workers have 100% medical and hospitalization paid.
- The driver spoken to was earning 20.10 marks per hour ($11.57).

UPS & Downs

Bargaining Continues With Pilots, Air Mechanics.

Our union brothers and sisters in late August continued their struggle with UPS in contract bargaining between the corporation and the pilots and airline mechanics' unions. The mechanics, represented by Teamster Local 2727, report no progress in negotiations since they rejected a first offer on July 3 (see *Convoy Dispatch* #107).

The pilots, represented by the Independent Pilots Association (IPA), were scheduled to resume negotiations at press time. Insurance, scheduling and compensation are among major issues UPS has been slow to address with the IPA. Maintenance problems have been plaguing the system and management has been pressuring mechanics to sign off on equipment write-ups. The IPS is encouraging solidarity with the mechanics. UPS has hired subcontractors to avoid service failures and refused to supply the IPA with information about each subcontracted flight.

UPS to Take It in Shorts?

It only took UPS most of a century to allow drivers to wear short pants during the hot weather. Now they want us to pay for them? No way! A July 8 memo to local unions from Al Barlow agrees.

"It is my position that, in accordance with current contractual provisions, UPS is required to furnish uniforms free-of-charge to those employees who wear an approved uniform. Second, the National Committee is demanding negotiations with UPS over its unilaterally changed uniform policy. Finally, the National Committee will seek reimbursement for all employees who have paid for short pants and socks required as part of the new short pants uniform."

Seniority Interpretation in Southern Conference.

The Southern Conference Area Negotiating Committee issued the following "Interpretation of Article 45 seniority as it pertains to feeder drivers right to bump or displace part-time employees":

"The intent of the Southern Conference Negotiating Committee in regards to Article 45, Seniority, was that a laid-off Feeder Driver must displace a less senior Package Car Driver and cannot choose to displace part-time employees as long as there is a less senior Package Car Driver on the seniority roster.

"In view of the above ruling, all grievances filed requesting that Feeder Drivers be allowed to displace part-time employees at their option are hereby denied."

Another Recording-Setting Year, Despite Recession

UPS Revenues Hit $13.6 Billion

United Parcel Service remains super-profitable and rapidly expanding, despite the current recession and despite management's tales of woe during last year's contract period. This fact has been documented by a study of corporate records and filings for the year 1990.

UPS revenues are up by 10.1% to a record $13.6 billion, for all UPS operations. Corporate profits declined slightly, to $1 billion, and to $597 million in net (after-tax) profits.

This profit factor is huge, reflecting the near monopoly in parcel delivery in the United States, and a growing air delivery sector. Comparison to other large truck lines shows that net profits in UPS's U.S. operations alone were nearly double the combined net profits of Yellow Freight ($63.0 million), CF Motor Freight ($59.5 million) and Roadway Express ($58.7 million)—the largest freight carriers, each employing about 20,000 Teamsters (see article below).

The UPS profit rate on investment (equity) for 1990 was 28% before taxes, and 17% after taxes. This is much more profitable than most corporations. Try to get that kind of return on your investments.

In the contract talks last year, management provided performances stating that UPS made only 5 cents on the dollar, using the "operating ratio" and pretending it is the profit rate of the corporation. But the manager giving that performance made 17% after taxes on his stock holdings. Owning a piece of UPS is a great deal, and (with minor exceptions) all stock is held by 22,344 managers and supervisors.

Capital expenditures, to expand operations, again topped a billion dollars, hitting $1.2 billion in 1990. This makes the profit figures all the more impressive.

Profits Higher on U.S. Operations

In its annual report management cites three reasons for not increasing profits to higher levels during 1990: the recession, higher fuel costs resulting from the Persian Gulf War, and increased labor costs under the IBT contract.

However, the third reason is propaganda, and their own figures show it. U.S. operations (where IBT employees work and where 87% of all revenue is generated) remain the most profitable part of the corporation, and in fact profits on U.S. operations jumped up 14% over 1989. Not bad, for a recession year. Overseas expansion kept the overall profit rate from going up similarly.

Buried in fine print they admit this in their annual report: "Costs in excess of revenue generated on our international expansion program resulted in a reduction in revenue before taxes."

Why Management's Poker-Faced

If management is right, this expansion program will lead to higher profits in years to come. In other words, UPS's super-profitability in the 1980s laid the groundwork for worldwide expansion and mega-profitability in the 1990s.

So why does management wear a poker face when it comes to UPS's robust financial health, and why do they go to such lengths to impress upon us that things are not as good as we think they are?

Because the scales are tipping toward the rank and file again. During last year's contract negotiations, had our own union officials backed us up and not taken a powder, we would have been in position to win a fair contract. Since then we've won $200 per week strike pay, for full-timers and part-timers alike, and the right to vote separately on our regional contract supplements and riders. A victory for Ron Carey in December will put us in position to bang on the door for a fair contract again.

Our next step is to get out the vote for the Ron Carey Partnership Slate!

We'll Be There!

Mary and Wayne Knox
Local 243, UPS
Detroit

The IBT Convention gave me (Mary) a feeling of overwhelming pride to see democracy at work and the members' voices being heard. I was an alternate delegate from Local 243 and saw what Teamsters can accomplish working together.

I stand proud as a woman and mother in the workforce, where our voices are seldom heard. Now I plan to attend the TDU Rank & File Convention to better myself and other women in the workforce. For so long we have worked and paid our dues without knowing the workings of our union.

UPS of America and Subsidiaries

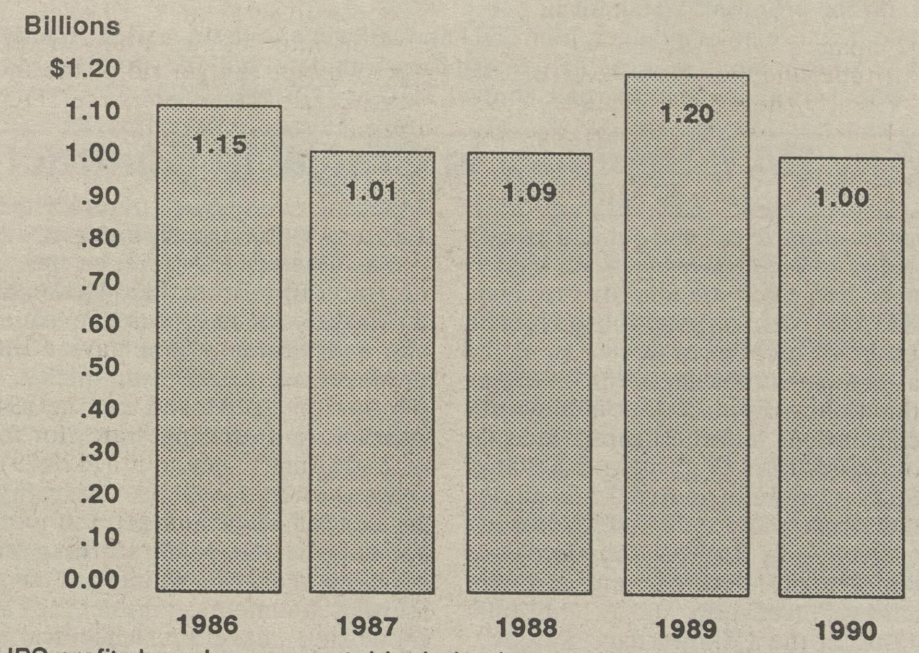
FAST FACTS

(M = million, B = billion)

	1990	1989	1988
Revenue	$13.6B	$12.4B	$11.0B
Profit (before taxes)	$999.9M	$1.2B	$1.1B
Net Profit (after taxes)	$597M	$693M	$758M
Total Assets	$8.2B	$7.9B	$6.7B

UPS Profits Before Taxes

(in billions of dollars)



UPS profits have been very stable during its massive expansion period into air and worldwide operations.

How's UPS Size Up?

Big Brown vs. Big 3

Net profits (after taxes) for UPS's combined operations was $597 million in 1990. The net profits of UPS's operations in the United States, $335 million, were nearly double the combined net profits of the three largest U.S. less-than-truckload carriers ($181.2 million): Yellow Freight, $63 million; CF Motor Freight, $59.5 million; Roadway Express, $58.7 million.

Canadian UPS Contract Ratified

continued from page 10

sisters. Calls of support came in from across the United States to the TDU national office in Detroit. TDU has been working with Canadian UPSers who at press time have not received their $200 strike benefits.

"I drove up to Vancouver to hand deliver some banners signed by Washington UPSers expressing support for our Canadian brothers and sisters," said Connie McArthur, a feeder driver from Seattle Local 174. "The folks I met on the picket lines were all good unionists, courageously taking on the powerful UPS machine. Not one Local 31 UPS Teamster crossed that picket line!"

Canadian UPSers took on Goliath and gave him a black eye, completely shutting down operations. Most important, improved communications among Canadian and U.S. Teamsters were begun. Now those lines of communication must continue to grow for the benefit of all. For starters, how about working toward common expiration dates of our contracts!

CARHAUL NEWS

Ryder Move Shows Lie Behind Double Breasting

Springfield, Ohio, Local 654 is one of the larger carhaul locals, hauling both Navistar heavy-duty trucks and Honda automobiles. This summer members have been hit by double-breasting attacks on both fronts and are fighting back vigorously.

Ryder's latest move puts 107 workers on the street and has nothing to do with "competitiveness." It shows Ryder has embarked on a Teamster-busting rampage that has to do with its power to dictate to all its workers.

Two months ago, Local 654 organized the rail loaders and car chasers working for Port Services at the Honda plant. The workers went Teamster over dissatisfaction with UAW representation.

Just as negotiations were wrapping up, a non-union Ryder subsidiary, RMX, moved in to "underbid" the work, which had been sitting there for seven years to be bid on. RMX had also taken the body shop away five months earlier. Local 654 has asked RMX to negotiate with the union and keep the present employees. So far there has been no response. The owner and vice president of Port Services are both former Ryder employees, causing suspicion that Ryder is pulling strings to attack Teamster representation in carhaul.

According to business agent Harry Gieseck, "I don't mind dealing with Mickey Mouse games, but when you've got 107 employees with jobs on the line, I take it seriously. It seems too convenient that it's only by coincidence that Ryder is taking this job from us just as negotiations are ending. This has nothing to do with competitive wage rates. What we've negotiated is in line with what the workers were making before. It's pure and simple union-busting."

At Springfield's Navistar truck plant Jupiter Transportation has been pulling a similar scam, leaving 60 of Jupiter's Dallas & Mavis (D&M) members out of work. The trucks they had been moving were taken over by Auto Truck Transport (ATT), a Jupiter subsidiary represented in some locations by a unit of the International Association of Machinists. ATT flew workers in from other areas rather than hire the laid-off D&M workers.

At first, Jupiter's Gordon Birdsall said there was nothing he could do since Navistar had given the work to ATT rather than D&M. But after laid off D&M drivers threw up pickets and Local 654 BA Roy Atha met with Ernie Tusino, Birdsall agreed to negotiate.

On Aug. 8 in Springfield an agreement was reached allowing the laid-off workers to move the Navistar trucks as Teamsters. But since then only three of the 60 drivers have been called back, and those three will only be working temporarily. Instead, at press time, three non-Teamster outfits, Worldwide, Interstate and J.B. Hunt, are doing the work.

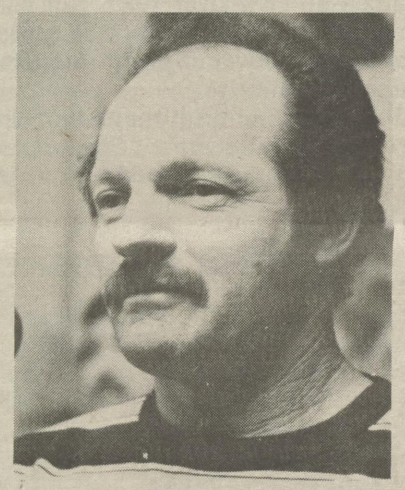
"They have flat robbed us of our work," said Ted Carver, a four-year employee with D&M. "Most of us have been out of work six to eight weeks now. They are working 30 of our drivers out of a 104-man board. And think about the safety. If they're turning over drivers as quick as they are, where's the safety?"

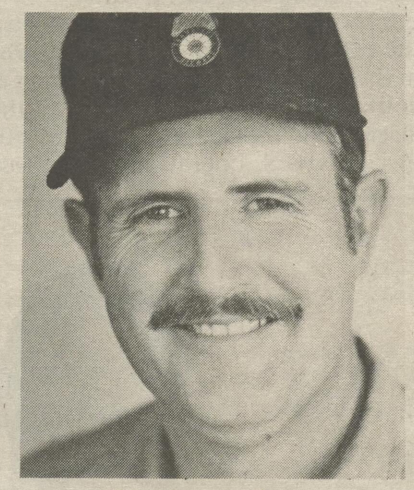
Local 654 has filed NLRB charges against Jupiter and is pursuing grievances through the contract. Said one Local 654 official, "This is just another form of replacement workers without a strike. Our local feels they're trying to force us into a work stoppage by their actions. Mr. Birdsall says he would like a four-year national carhaul contract. But he can't even figure out how to recognize an agreement from one Thursday to the next. What in the world do you think would happen in four years?"

I'll Be There

Jerry Hudson
Local 70, PMT
Oakland, Calif.

I went to the IBT Convention in Orlando and saw history in the making. I know that our convention in St. Louis will also be part of history in the making. We're getting our union back. See all of you in St. Louis.





I'll Be There

Jim Carothers
Local 299, CCI
Detroit

The carhaul industry is at a crossroads. We can either defend our contract now, or follow freight down the road of concessions, non-union competition and a weakening union. Carhaulers owe it to themselves to be at the TDU Convention in St. Louis. I'll be there, and I look forward to seeing my fellow carhaulers there as well.

Watch for Next Carhaul Bulletin

Tentative Contract Settlement!

It appears that the employers and the union are close to a tentative settlement for a new carhaul contract. At press time details were still unavailable. The next TDU Carhaul Contract Bulletin will contain details on the proposal. Watch for it.

If you're not a member, join TDU now and get a bulletin mailed directly to your home. If you can help distribute a bundle of bulletins to others at your terminal or on the road, contact TDU at (313) 842-2600.

Why BA's Seniority Is Crucial in Contract

Enforcement, organizing and negotiations in carhaul depend on the quality of leadership we have, at the International, among the rank and file, and also among the business agents who represent us.

But now in the Central, Southern and Western conferences, if talented union members in mid-career are offered a spot on an election slate or a BA appointment, they will likely say "no" because of the risk of job loss in an election or dismissal by the local president. This greatly restricts our choice of leadership.

The Eastern Conference Supplement states: "Any employee who is designated by the Union to work on a full-time basis shall be granted a leave of absence with no loss of seniority for the duration of his employment. ..."

The Eastern Conference has the best overall local carhaul leadership, and it shows up in superior conditions and negotiations. Other areas limit union leaves to 180 days, which is no protection at all and can actually result in a sweetheart relationship with the boss.

Some BAs involved in bargaining argue that the members don't care about this issue. Many of these BAs are actually more concerned about limiting the talent pool than they are about the union. If BA seniority is not included in the Central-Southern and Western supplements, members should seriously consider voting No.

Leaseway Letter Defends Double Breasting

Union Must Organize, Not Take Cut Rates, Double Breasting

Leaseway Transportation wrote its carhaul employees in July that double breasting is here to stay and we'd better learn to live with it. Leaseway uses "staying competitive" to excuse opening substandard, non-Teamster subsidiaries. Management spends a lot of ink explaining the growing non-union sector in carhaul.

Tell us something we don't know! We are the ones who get laid off every time our traffic is hauled non-Teamster. Leaseway says, "We must effectively deal" with the problem. Lowering Teamster standards to compete with the lower wage competition may look good to management, but is the wrong direction for Teamster members.

The only real answer is for Teamster carhaulers to organize non-Teamster drivers, extending our wages and benefits to everyone. If we want to earn a decent standard of living, we will never be able to undercut substandard companies.

We agree the union has made a mistake to allow a non-union sector to emerge in carhaul without facing a coordinated union response. That's why many of us are involved in the historic changes to make our union one that organizes again. But if we lower ourselves to the substandard level, what will we have to offer non-Teamster carhaulers once we start organizing them.

Leaseway and other Teamster carriers are not innocent bystanders. Our industry is at a crossroads in which we return to standard Teamster wages, benefits and conditions or we slide in a long spiral of lost union power and concessions. Leaseway and the other carriers don't care if we make our house payments or send our kids to college. They'd be happy to see our wages fall through the floor.

It's our job to keep our union strong and make it stronger. That means rejecting any concessions the carriers propose and demanding that our International union organize the competition.

GROCERY NEWS

Georgia Local 528

Kroger Imposes Policies, Union Takes Powder

Anthony Smither
Local 528, Kroger
Atlanta

The Kroger Company in Atlanta is implementing specific programs aimed at undermining our union. These programs are designed to take as many rights away from the worker as possible, and Local 528 is helping them do it! The overall technique is to change current policy and wait to see if the union puts up a fight. If there is no opposition, the next policy change becomes easier and then becomes "past practice."

Four years ago Kroger drastically increased production. It implemented a "time study" program in the warehouse and established production standards. The year these new standards became effective, the accident rate doubled! Rather than fight this new system, the union gave its approval. Four years later, the accident rate is still as high as it was when the increase was first implemented.

Kroger also changed its attendance policy. If a worker fails to bring in a doctor's note within three days of return to work, the absence will be unexcused and may lead to discipline. The union did not challenge this change and it became standard policy.

Kroger also started a new drug policy. If a person has an on-the-job accident, he or she will be sent for a drug screen. If the test comes back positive, he or she "may" be subject to discharge. This was not challenged by the union, and Kroger implements the policy as follows.

When a test comes back positive and management does not like the worker, he is fired. If management likes the worker, he goes back to work but is subject to random drug tests. In other cases, workers get a private conference with management, behind closed doors without union representation, and are threatened with their jobs unless they give names of people they suspect of being on drugs. Any workers they name are sent to a drug screen, and the private meeting is repeated with them. Again, there is no support from the union.

Kroger has selected certain individuals from the warehouse and put them on various "committees." These committees of workers suggest policies and programs to help the company. The last communication to come out of the "safety committee" was that they would suggest disciplinary action against fellow employees who commit avoidable accidents. Again, no action from the union. This "committee" system is the most blatant form of pitting union workers against each other.

Kroger has now issued another new policy. If anyone is convicted of using or selling drugs OFF THE JOB, they are fired! I do not advocate using or selling drugs, but it is a dangerous precedent when a company can control your off-the-job time. Again, no union protest or action.

Finally, Kroger has just started giving bonus checks to individuals who excel in productivity. The bonus plan amounts to a piece-rate incentive to push workers above and beyond the high production level that has already doubled the accident rate. This policy further divides the workers. Employees who cannot make the "extra" production feel like they earn less wages for the same work. And senior employees who have bid into better off days have to give up their desired work schedule to get extra hours for a bonus check.

With the new policies, committees and wage differences, is it any wonder that we have a weak union at Kroger? When the union allows the company to change policy, wages and work methods, it makes a person wonder what our union does!

Members throughout the Southern Conference should know that our local is headed by Jerry Cook, who inherited the local from his father. Now he wants to be one of *your* Southern Conference vice presidents, running on the R.V. Durham slate.

Union brothers and sisters who are experiencing these methods of attack from Kroger should not sit by and be railroaded. File a grievance when the first policy gets changed. Our future depends on it. We need to create better work environments that are accident free, allow for sick days and provide a livable pension.

I believe that our best hope lies with the election of Ron Carey and his slate, leaders who will work with the rank and file, not ignore us. We need someone to end how the union is letting us down. Let's stop companies from being able to impose the kind of repressive work environment that exists at Kroger. Let's do it now!

NATIONAL GROCERY MEETING
TDU Rank & File Convention
Oct. 25-27
St. Louis

N.Y. Local 138

White Rose Battle Moves to Wall Street

Strikers from White Rose Food wholesalers in New York demonstrated on July 24 outside Banker's Trust on Wall Street. The bank lent $160 million for the DiGiorgio Corp.'s takeover of White Rose. The strikers' leafletting of the 2,200 stores supplied by scabs has had an effect, but Bankers Trust financing prolongs the fight. Many New York locals spoke and sent delegations, but Joint Council 16 lacks a mechanism to mobilize Teamsters to leaflet stores in their neighborhoods.

About 500 Local 138 members have been on strike since February after they refused the massive concessionary demands of the new ownership. Since then the corportion has shifted Local 138's work to warehouses in New Jersey.

Two New Jersey Teamster locals, 641 and 97, have given sweetheart contracts to the runaway operations.

Gene Giacumbo, president of New Jersey Local 843, was the only Jersey official to attend the rally. He called for more effective International union control over this kind of sabotage. Giacumbo is a candidate for Eastern Conference vice president on the Ron Carey Partnership Slate.

Milwaukee Local 200

Showdown at Roundy's

The 550 members of Local 200 at the Roundy's warehouse in suburban Milwaukee are in a fight for their working lives. The highly profitable corporation, which ranks among the top 10 grocery wholesalers nationally, is building a reputation as a union buster.

In response to the corporation's lack of good-faith bargaining, the union has asked consumers to boycott Roundy's products and its Pick 'n Save Warehouse Foods stores.

"We really have a feeling that management wants us to strike so that they can permanently replace us," Ken Friesner, Local 200 secretary-treasurer, told *Supermarket News*.

The contract expired midnight June 30 and negotiations are now in mediation. But in July the corporation locked out its Teamster employees for three weeks and hired scabs to do their work. Since then the Teamster employees have been working without a contract. Recently management unilaterally pulled out of the union health and welfare fund and offered employees the choice of two self-paid plans. The situation has become even more explosive with the call-back of some of the former scabs to supplement the workforce.

The corporation also has been using whipsaw tactics to force concessions on the workers. In January it announced it would build a new facility in Waterloo, more than 60 miles west of the current Wauwatosa facility. Less than a month later it told the union it would stay in Wauwatosa if the workers took $5-an-hour wage cuts, and H&W and pension concessions; the corporation also wants a part-time workforce, and to boost productivity levels from the 85% in the expired contract to 100%—essentially sweatshop production quotas.

Now it's brandishing a new sword, threatening to move the Milwaukee work to its state-of-the-art facility in Westville, Ind., opened in 1989.

That threat rubs salt in old wounds. Roundy's closed its Scot Lad subsidiary warehouse in Lansing, Ill, south of Chicago, in June 1989 and opened the Westville facility under a different subsidiary, Midland Grocery Co., canceling its labor agreements with Chicago local unions and refusing to honor any contractual obligations to redomicile drivers, mechanics and warehouse workers.

Roundy's goal is clear. Teamsters at Roundy's will have to push union officials to become equally aggressive in organizing the union's counterattack. Calling for a boycott is only a start.

LOCAL UNION NEWS

JC 83 Health & Welfare

Members Prepare Suit on Benefit Cuts

When JC 83 Health and Welfare Fund benefits were suddenly cut last January, fund participants became angry. That anger will soon turn into litigation.

Recently, members of TACT (Teamsters Against Corrupt Teamsters) and Virginia TDU members retained the Chicago law firm of Potter and Shaffner to file a lawsuit against JC 83. This action comes after months of investigation, legal research and old-fashioned organizing that was designed to reinstate the H&W benefits. TDU and TACT members expect the lawsuit to be filed by the end of September.

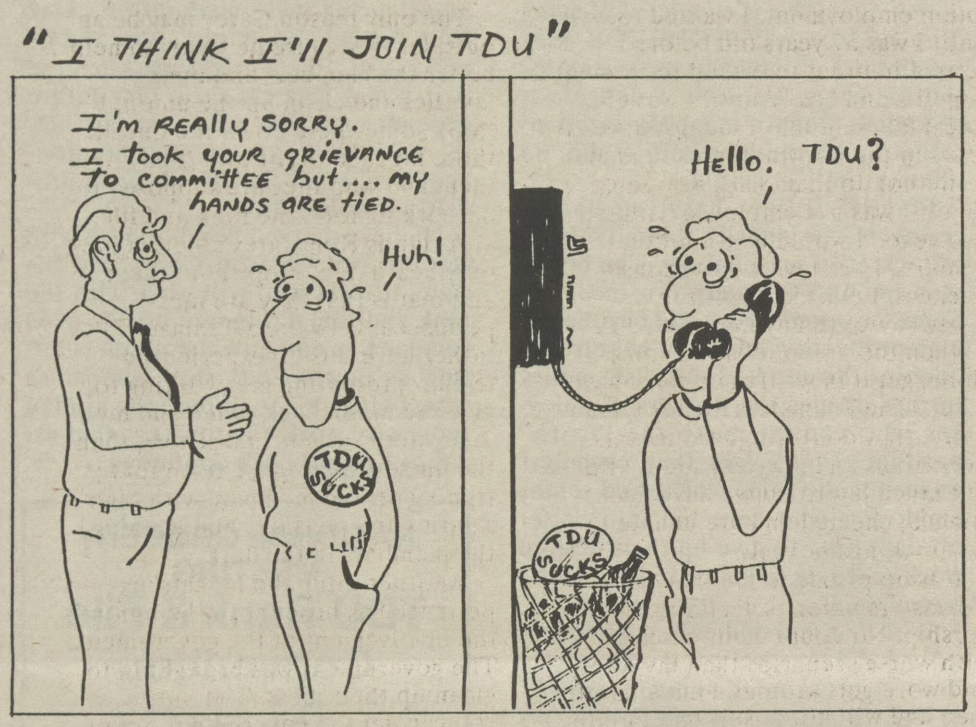
Back in January several TDU members approached TDU for help and began addressing the benefit-cut problem through organizing and legal efforts. Meetings were held in Virginia to inform members and other concerned fund participants. Next a petition drive was launched, which is ongoing and has nearly 2,500 signatures.

The petition demands: 1. the reinstatement of benefits; 2. a detailed explanation of the benefit cuts; and, 3. if necessary, to seek the replacement of any and all fund trustees, officers and administrators who are responsible for any wrongdoing.

The work until now has not been in vain. Recently, the fund administrators reinstated some of the benefits that were cut. The $200 premium for retirees was drastically reduced.

TACT has also hired an actuary who is examining the financial records of the fund and assisting with the litigation. Under the litigation, members will be seeking reinstatement of benefits, removal of fund trustees who may have acted improperly, and the return of any monies that were removed illegally from the fund. Details on the basis of the suit will be released when the complaint is filed.

Now is the time to turn up the political heat. Here's how you can help. If you haven't signed a petition, make sure you do and make sure others who are concerned about the cuts also sign it. Join TDU and send a donation to TDU, TACT (P.O. Box 1354, Chesterfield, Va. 23832), or both. This likely will be a long and expensive fight. Finally, get involved by attending TDU meetings in your area, and especially your monthly local union meetings.


"I THINK I'll JOIN TDU"
I'm REALLY SORRY. I took YOUR GRIEVANCE TO COMMITTEE but.... MY HANDS ARE TIED.
Huh!
TDU SUCKS
Hello. TDU?
TDU SUCKS

Western Conference Pension

continued from page 3

special fund, whether or not they use the early retirement option.

Of course, for officers and BAs, getting the extra contributions is no trouble at all. They will not take a cut in accrued benefits like working members will; they'll just get more of our dues money to pay for this one of their three or more pensions.

A hidden cost of the early retirements is health coverage. Most plans, including the Western Teamsters Welfare Trust, require that you be a certain age—55 to 60 years old—to be eligible for retiree benefits. If you retire before that age, you won't be covered; and it may be you won't be covered when you reach that age.

For many members, the new program will be worth these costs; for many, especially younger Teamsters who will work into their 60s, it won't be. Either way, it costs the fund nothing; its $10 billion in assets won't be touched. Members are paying for it.

Why They Charge You

The union pension trustees have agreed with the employer trustees to make and keep the fund fully funded. Full funding means there are enough assets right now to cover all future pension payments, ignoring the billions of dollars in contribution income that will be coming in before those payments have to be made.

Full funding only helps the employers. It means they owe nothing to future retirees, so they can freely leave the fund if they go out of business, move operations to Mexico, bust the union, or bargain their way out of paying contributions. Even if they don't plan to do these things tomorrow, companies like to have these options be available to them, free of charge.

Our union trustees sacrifice our benefit improvements to go along with full funding. That's why they have to charge you for the new early retirement program.

But the pressures of a democratic election of top Teamster officers in December meant they had to produce something. Rank and file members have been demanding and organizing for good 30-and-out, and 25-and-out pensions in the Western Conference for years. And recently, an independent study showed that the Western Conference fund could afford a $2,000 30-and-out at the 1989 contribution rates. The trustees, which include three candidates on the Durham slate—Ben Leal, Chuck Mack and Mike Riley—and numerous allies, needed to make points.

Trustee Mack, a candidate for Western Conference VP, explained the trustees' goals when he told a meeting of Joint Council 7 BAs that this new program will take the steam out of Carey's 30-and-out program—as if the rank and file will mistake his new program for a good 30-and-out.

Sorry, Chuck.

Bylaws Vote In N.Y. Local 707

On July 2 in Queens, N.Y., a vote on a bylaw change for elected stewards signaled just how far the winds of change are blowing. Despite a history of intimidation in Local 707, the illegal stand-up vote for elected stewards was estimated at 50-50, less than the two-thirds required for a change, but still an impressive showing of membership involvement.

TDU member Rick Morello had submitted a request for fair voting procedures, including absentee ballots for road drivers, and a meeting in Maybrook, which is 75 miles from Queens. He also requested that notice be sent to members announcing the vote, since the July meeting has often been canceled in the past. These are all procedures that have been upheld in courts. A protest over the conduct of the vote will continue. There is also an election for local officers this fall.

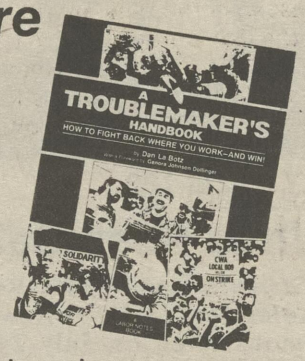
Local 707 has long been a dominant New York local. Many of its freight barns are tightly run, by the book. But it has also cut serious sweetheart deals, most recently at Waldbaum's, and it bid pretty low to get the Yellow Freight breakbulk in Maybrook. Many of the local officers have resigned or been charged by the Intestigations Officer in the last year for misuse of union funds.

ATTEND YOUR LOCAL UNION MEETINGS!

A Troublemaker's Handbook:

How to Fight Back Where You Work—and Win!

by Dan La Botz



This 262-page handbook contains almost everything you need to know about taking on management: from the first steps of organizing ("Will you wear a button?") up through work-to-rules, community coalitions, inside strategies, contract campaigns, and more.

After reading "A Troublemaker's Handbook," one is not just a troublemaker but an educated troublemaker. Anywhere you open this book it has a lesson. It should be called the "Encyclopedia for the Union Member"—everything from the bathroom-pass syndrome to organizing immigrant workers to corporate campaigns. This is an education from workers' experiences, victories and losses—and experience is the best teacher.

—Mike Ruscigno, recording secretary, Teamster Local 138; TDU International Steering Committee

To order "A Troublemaker's Handbook," send $17 per copy to Labor Notes, 7435 Michigan Ave., Detroit, Mich. 48210. Be sure to include your name and complete address, including zip code.

LETTERS FROM OUR MEMBERS

TDU Is There When You Call

I used to go around talking about how messed up things were and why doesn't anyone stand up for the rank and file. Then I found a *Convoy Dispatch*. Someone was standing up and doing something. I joined TDU and got involved in the Milwaukee chapter. Then the consent decree came along and before I realized it, I was standing up and speaking out, and running for delegate. And I won!

TDU was there every step of the way. The IBT Convention is something I'll never forget: the delegate elections, the preparations and the convention floor. I get more results from TDU than I do my own local. They're good at lip service, but are hardly ever there when you call. But TDU always has someone there when you call. They tell it like it is, and they back it up.

TDU in some ways reminds me of the Marine Corps. I was in a motor transport tactical unit and we had a saying, "We've been doing so much, for so long, with so little, that now we attempt anything with nothing." If TDU had access to the resources that our International now has, I'm sure the positive good would amaze us all.

I'm a second generation Teamster. I was raised on a Teamster paycheck and on Teamster principles. I've got 24 years to go for a 30-and-out retirement, and the way things are going, not only in freight but in labor everywhere, it doesn't look very promising. I only wish more people would look toward the future and get involved. There are lessons to be learned from Poland and East Germany if people would stand together.

I truly believe that TDU is a big part of the solution, but, unfortunately, as the saying goes, "You can lead a horse to water, but you can't make them drink." And as another saying goes, "If you don't stand for something, you'll fall for anything."

I just wish the rank and file would take the drink. Once you've had a taste, you'll wonder why you waited so long. Thanks for all your help. Without TDU none of it would have been possible.

Darryl Connell
Local 200, ABF
Milwaukee.

Local 710 UPS Jurisdiction

An Open Letter to all Local 710 UPSers in Indiana, Illinois and Iowa:

As a candidate on the 710 Membership Slate for office this September, I would like to address the issue of UPS jurisdiction in the above states.

UPS members were told at the time of the delegate election that if you didn't vote for the Bill Joyce slate you would be taken out of Local 710 and lose your pensions, and that Bill Joyce and Robert Falco could better represent you at the International convention. Only two Local 710 members were on any committee, and neither was on the Constitution Committee, where jurisdiction was discussed.

The Constitution Committee changed the jurisdiction language to read that any dispute within the same area conference be submitted for determination to the Policy Committee of the area conference. Appeals for decisions of the area conference shall be to the General Executive Board. You know that any decision to move you out of 710 will be appealed? So you see, the new language doesn't change anything, and Mr. Falco rose to second this amendment. That was your representation from Local 710.

If I had been elected delegate, I would have made an amendment to the amendment that an appeal from the Policy Committee of the area conference be submitted to the members involved in this transfer, that a vote be taken as to the local they want to be in, and that this vote be binding on all parties.

This amendment might not have passed, but the convention and my fellow members would have known that I cared for them and was there to represent them.

As far as we know, your jurisdiction is still in limbo, but they cannot deny you your right to vote in this local election. You must request a mail ballot.

We of the 710 Membership Slate want you and need you in Local 710.

Harry H. Hughes
710 Membership Slate
Chicago

Congratulations to Rank and File!

Congratulations to us on our victories in Orlando. Here in Seattle we have a very active chapter thanks in part to Bob Hasagawa, Connie McArthur and Ron Schick. Connie's election to the (TDU) steering committee gives me great faith. A lot of work to be done before December. But what a payoff— we all win!

Michael Shirley
Local 174, UPS
Seattle

Bare-Bones Pension, 34 Years

I spent 34 years in the Teamsters union and now receive $402 a month retirement. I joined the Teamsters in 1948 when I was 20 years old in Des Moines, Iowa. I worked there for three different union carriers until 1955, when I moved to Arizona for my son's health. Within three months I went to work for a union carrier, and subsequently worked for two other union employers. In 1967 my employer (TIME-D.C.) had a union-sanctioned change of operations, and I had to move to Oklahoma. The union promised several of us that there would be no change in benefits as a result of the move from the Western Conference pension and health and welfare to Central States (big lie). I worked for TIME-D.C. until they ceased operations on April 1, 1982. I then pulled picket duty, paying my own H&W until Jan. 1, 1984.

When TIME-D.C. ceased operations, I had slight health problems which, combined with a depressed economy, made it impossible to find union employment. I wanted to wait until I was 57 years old before I retired in order to extend retirement benefits and H&W until I was 65. Local 886 said that I did not have 20 years in the Central States fund and could not do that. They also said that if I was not employed within two years, I would lose a lot of benefits. Faced with these consequences, I elected to retire.

My advice to anyone would be, "When the union tells you something, get it in writing or consider it a lie." The Teamsters do not kill anymore, they do it with accountants, politicians and lawyers, and we find out much later that we have been robbed, cheated and are unable to do anything about it.

It is no puzzle to me that the Teamsters union is declining in membership. No doubt many cases exist with worse scenarios than my own, and word gets around. I am a union man and will not falsely bad-mouth the union; however, I will tell the truth regarding the circumstances surrounding my retirement benefits.

Earl L. Short
Local 886, retired
Norman, Okla.

Teamster Spouse On IBT Elections

I am not a Teamster, but my husband is. I have watched the way Teamster elections have been run in all different phases (local and International).

I can understand why Teamsters have the reputation they have. Too many times they make promises they don't keep, or they threaten you with bodily harm and then deny it.

Some of the candidates for International vice president want to be VPs so bad that they'll try anything. Members of the old guard have wined and dined delegates to get their votes. Some of these same old guard members use intimidation and fear to keep their local members in line.

I've always heard that actions speak louder than words. The only action I have seen out of anyone running for president that will benefit the members is from Ron Carey. He has fought the fat cats in office for 23 years, giving the members in his local better pay and benefits. His opponents say that his membership did not want him. If that is the case why has he been re-elected so many times, and why have they donated so much money to his campaign?

Walter Shea is also running for president. He never was a rank and file member. And finally, R.V. Durham. He is one of the fat cats in office now. He isn't worried about the members getting better pay and benefits, as long as he gets his big pay and his three pensions.

Durham is worried about the rank and file having the right to vote. Look at the $12 million already spent trying to stop it. Anyone against Durham is an "outsider"—that's what he calls Ron Carey.

The only reason Carey may be an outsider is because he wants to help better the members and their families and clean up the union. I think somewhere down the line all those fat cats forgot who is paying them and who they are supposed to be working for—the rank and file.

As far as Ron Carey's slate, I have only heard one thing about them, and that is that they are inexperienced. If I were a Teamster, I'd rather have this "inexperienced" team representing me, working to give the union back to me and my Teamster brothers and sisters, than the oh-so-experienced team that is ripping off the members with high salaries and pensions and keeping the members in the dark.

Another thing the fat cats' experience has brought to the union is the involvement of the government. The government was brought in to clean up their mess. The only way you can get the government out of your union is to vote the old guard out.

If you want your union back, and don't want to be afraid of your local or your job security not being there when you need it, vote for the reforming team—Ron Carey and his whole slate.

Barbara Johnson
Local 886 spouse
Oklahoma City

TDU Meets

ATLANTA
Saturday, Sept. 14
7:30 p.m.
College Park Fire Dept.
Sullivan Road, College Park, Ga.

EAST BAY CHAPTER
Saturday, Sept. 7
Call: (415) 653-3865
Oakland, Calif.

MEMPHIS
Tuesday, Sept. 3
7 p.m.
Shoney's
Elvis Presley Blvd., near Graceland

SAN FRANCISCO
Saturday, Sept. 14
10 a.m.-noon
Potrero Hill Neighborhood House
953 DeHaro St. at Southern Hts. Ave.

ST. LOUIS
Sunday, Sept. 15
Noon
St. Charles American Red Cross
516 S. Fifth St., St. Charles, Mo.

At press time additional TDU meetings were being scheduled. Call the TDU national office for information on meetings in your area.

Building at the Bottom to Win at the Top

TDU Rank & File Convention

Oct. 25-27, St. Louis

The rank and file are in the drivers seat and can steer this union where we want—if we are organized. It will come together October 25-27 in St. Louis at the TDU Rank & File Convention.

Just a month before the historic election, this convention can literally determine the course of our union. The future is in our hands.

The Final Push

Candidates for International office who will be leading this union will be there. Leaders in the campaigns, the contract battles, the locals and the labor movement will be there. The delegates who made history in Orlando, Fla., will be there, at the historic gathering of the new leadership of the Teamsters union.

We will gather the strength, the knowledge and the unity to finish the job this year. And the vision to lead our union into the next century.

In general sessions and in workshops, plans will be made, ideas discussed and issues debated in an atmosphere of solidarity and unionism. Your voice will be heard and your questions answered.

Education

The convention will also feature some 20 educational workshops, led by rank and file leaders and labor educators. Topics will include your legal rights on the job and in the union, using the grievance procedure, running for office, computers for the rank and file, and putting out a newsletter. There will also be special workshops related to the final push on the 1991 election campaign and the future of our union.

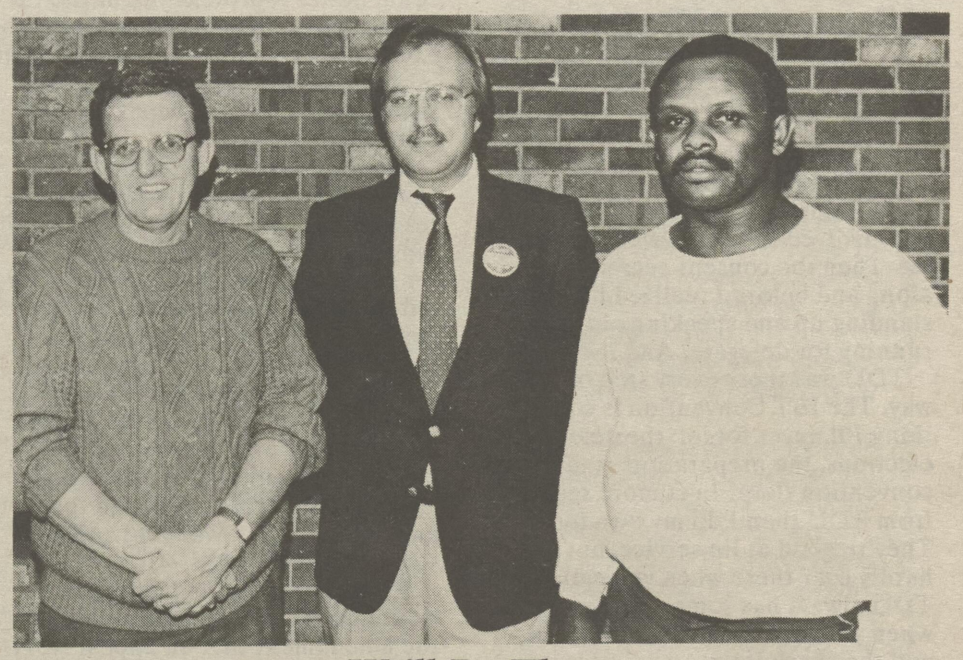
Solidarity

Leading Teamster activists from across North America will be in St. Louis for the convention. It is a time to learn from each other, and a time to build networks. Company and jurisdictional meetings give members from freight, carhaul, grocery, UPS and others a chance to meet and plan national strategies. There are meetings for retirees, spouses, women Teamsters and others. Despite the busy agenda, there is time to socialize and meet other Teamsters who are working hard to change our union.

Register Now

Use the form on this page to make your reservation now. If you have any questions about the convention or your registration, call TDU at (313) 842-2600.

Don't miss this most important Teamster event!



We'll Be There

Brad Colesworthy, Mark Franks, James McLeod
Local 71 IBT Convention delegates
Charlotte, N.C.

Our rank and file elected us to represent them at the IBT Convention in Florida, and our duties aren't finished until we get the Ron Carey Slate elected. Without TDU's hard work, we wouldn't have the Right to Vote in the first place. We'll attend the TDU Convention to learn more about our union and keep working so that every Teamster uses their Right to Vote in December.

Convention Information

TIME: Oct. 25-27, 1991. The convention will begin at noon on Friday and adjourn Sunday at 3:30 p.m. We encourage attendance for all three days; if not possible, plan to be there Friday and Saturday.

PLACE: Henry VIII Hotel and Conference Center, 4690 North Lindbergh, St. Louis.

REGISTRATION: Fee covers costs of meeting facilities, all materials, breaks. Friday dinner, Saturday lunch and banquet, and Sunday brunch also included in three-day registration.

HOUSING: Reserve hotel rooms at the Henry VIII through TDU at special rate of $60 per night, tax included, for either single or double room.

DISCOUNTS: See registration form for discounts for travel and early registration.

TRANSPORTATION: Make airline reservations early for best fares. Northwest Airlines has special rates that will allow you to fly round trip to the convention for $198 or less, an especially good deal for those in the West. Call TDU for details. *Free* shuttle service between the airport and the hotel.

TDU Rank & File Convention, October 25-27

REGISTER NOW ... SAVE $10!

Postmark your registration no later than Oct. 4 and receive $10 discount ($5 if for one day). See below for travel discounts that may also apply.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone _____ Company _____

If registering for others please include same info.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and entertainment (cash bar extra).

# of people

Fri., Sat. & Sun. $130 x _____ = _____
Sat. & Sun. reg. $95 x _____ = _____
Sat. only $65 x _____ = _____

Total Registration Cost = _____

HOUSING

Reserve rooms through TDU at special group rate. All rooms $60 per night (tax included), either single or double. If sharing cost of room, please indicate other party.

___ Single room
___ Double room (with _____)
❑ Thurs. ❑ Fri. ❑ Sat. ❑ Sun.
# of nights ____ x $60 = **Housing Cost = _____**

CHILDCARE

Must be reserved in advance. Suggested donation of $30 per child to defray costs.

___ # of children **Childcare donation = _____**

MEMBERSHIP

If not a member of TDU, join today. Membership includes subscription to *Convoy Dispatch.*

❑ $30—one year membership
❑ $75—three year membership
❑ $15—spouses, retirees and Teamsters grossing less than $12,000 per year

Membership cost = _____

TOTAL COSTS = _____

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50% deposit to receive early registration discount.

___ $10 if postmarked by Oct. 4 ($5 if one day)
___ $10 travel over 500 miles one way
___ $20 travel over 800 miles one way

Total discount = _____

Cost minus discounts = _____

Visa/Mastercard # _____ Exp. date ____/____

AMOUNT ENCLOSED = _____

Signature _____

BALANCE DUE=_____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.